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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Second and third periodic reports of States parties*

GERMANY

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* For the initial report submitted by the Government of the Federal Republic of Germany, see CEDAW/C/5/Add.59 and Corr.1; for its consideration by the Committee, see CEDAW/C/SR.152 and CEDAW/C/SR.157 and Official Records of the General Assembly, Forty-fifth Session, Supplement No. 38 (A/45/38), paras. 51-92.

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I. INTRODUCTION

1. In 1985, the Federal Republic of Germany ratified the Convention on the Elimination of All Forms of Discrimination against Women of 18 December 1979. The ratification act came into effect on 26 April 1985. The Convention was consented to with the proviso that article 7, subparagraph (b), of the Convention would not be applicable insofar as it is contradictory to article 12 (a), paragraph 4, second sentence of the Basic Law of the Federal Republic of Germany (women "may on no account render service involving the use of arms"). With this restriction, the provisions of the Convention are directly valid law in Germany.

2. In March 1988, the Federal Republic of Germany submitted its first report on the implementation of the Convention, pursuant to article 18 of the Convention (CEDAW/C/5/Add.59). In January 1990, the Federal Republic of Germany submitted an update and supplement to this report in preparation for its examination by the Committee on the Elimination of Discrimination against Women at its ninth session (CEDAW/C/5/Add.59/Amend.1).

3. The first report and its supplement were presented and explained to the Committee by the Federal Minister for Women, Ms. Ursula Lehr, on 22 and 25 January 1990.

4. The Government of Germany is now submitting its second and third reports pursuant to article 18 of the Convention, taking advantage of the possibility permitted by the Committee of combining two reports, in order to cover a longer period of time. The new report elaborates on the first report and describes the further development of equal rights in Germany since 1990 with respect to the individual articles of the Convention.

5. The report of Germany to the Fourth World Conference on Women in 1995 focused on different key points in outlining the development of the situation of women and equal rights policy in Germany since the beginning of the 1980s.

II. LIVING CONDITIONS OF WOMEN IN GERMANY

A. Unification of Germany

6. On 3 October 1990, German State unity was restored after more than 40 years of division by the accession of the German Democratic Republic to the Federal Republic of Germany. The framework conditions in Germany have thus changed fundamentally since the first report.

7. Prior to the accession, the first free elections in the German Democratic Republic took place on 18 March 1990, in the run-up to which the political parties had re-established themselves. Some 20.5 per cent of the 400 members of the new, freely elected People's Chamber of the German Democratic Republic were women. A woman was elected as president of the People's Chamber. Four women (out of 23 ministers), including the Minister for Family Affairs and Women, were

members of the new Cabinet. Furthermore, a Commissioner of the Council of Ministers for Equal Rights of Women and Men was appointed.

8. The gradual unification of the two States was coordinated between the freely elected Government of the German Democratic Republic and the Government of the Federal Republic of Germany:

(a) On 30 June 1990, the Treaty on the Creation of a Monetary, Economic and Social Union came into effect;

(b) On 31 August 1990, the Unification Treaty was signed, governing the procedures for State unification;

(c) On 3 September 1990, the Treaty on the Preparation and Implementation of the First All-German Elections to the German Bundestag was signed;

(d) Foreign acceptance of the unification process was secured by the Treaty of 12 September 1990 on the Final Settlement in Relation to Germany, which the two German States signed with France, the Union of Soviet Socialist Republics, the United Kingdom of Great Britain and Northern Ireland and the United States of America.

9. Following the accession on 3 October 1990, the first joint and free elections in unified Germany took place on 2 December 1990.

10. The unification of two societies which had developed in opposite directions for more than 40 years became the most important task of German domestic policy for the new Federal Government. A central element of this was the conversion of the socialist economic and social system of the German Democratic Republic into the economic and social system of the Federal Republic of Germany, which is characterized by its parliamentary democracy, federal structure and social market economy.

11. The key tasks were the establishment of a constitutional administration and the judicial system; an efficient economy and a proficient employment administration; the creation of a uniform pensions law and health-care system; the creation of a modern infrastructure; and the formation of pluralistic social structures.

12. This transformation entails many hardships and strains: job losses, devaluation of professional knowledge and experience, as well as widespread changes in the social environment cause stress and feelings of insecurity among many people in the former German Democratic Republic. Equal rights policy takes on particular significance in this context, as women feel the harsh effects of this process.

B. Population

13. Since the unification of the two German States, about 81.3 million people, of whom approximately 6.9 million are foreigners, have been living in Germany on an area of approximately 357,000 square kilometres. At 41.8 million

(51.4 per cent) compared with 39.5 million men (48.6 per cent), women account for the majority of the population.

14. One in three inhabitants lives in one of the 84 major cities with over 100,000 inhabitants; 34 million people, i.e., 42 per cent of the total population, live in communities with less than 20,000 inhabitants, including 7.3 million in villages with less than 2,000 inhabitants. The population density is high in comparison with other European countries: 228 inhabitants per square kilometre referred to the total area of Germany (compared with Greece: 78; France: 105; the United Kingdom of Great Britain and Northern Ireland: 237; and the Netherlands: 372). However, the population distribution is extremely uneven. A population density of 1,263 people per square kilometre is reached in some conurbation areas, such as the Ruhr, while other regions have relatively small populations.

15. In recent years, the age structure of the population has continually shifted in favour of older people. Germany has had one of the lowest birth rates in the world for several years now: only 9.8 live births per 1,000 inhabitants were registered in 1993 (1992: 10.0). Women have a markedly higher life expectancy than men: newborn females have a life expectancy of 79.0 years, while it is only 72.5 years for newborn males. There are almost twice as many women as men in the age group over 65 years (see annex I, table 1.A).

16. Slightly less than half the female population (46.7 per cent) is married (see annex I, table 1.B). On average, single women marry at the age of 26.8 and single men at 29.2. The marriage age in eastern Germany is lower than that in western Germany.

17. The number of marriages in the old Federal Länder dropped between 1950 (535,708) and 1980 (362,408), but then rose again slightly until 1990. The number of marriages in the new Federal Länder also declined. The most dramatic change took place between 1990 and 1991: the number of marriages fell from 101,913 to just 50,529 in this period. In 1993, 442,605 marriages were entered into in the whole of Germany (provisional figure for 1994: 437,505) and there were 156,425 divorces.

18. The average age of mothers giving birth to a legitimate first-born child continued to increase, reaching 26.7 years in the former Federal Republic and 22.6 years in the former German Democratic Republic in 1988.

19. The number of births in the old Federal Länder rose continually between the mid-1980s and 1990, reaching 727,199, but has declined slightly since then (1994: 690,905). In the former German Democratic Republic, the birth rate dropped virtually continually from 1980, although the combined figure of 1,498 up to 1990 was higher than that of 1,450 in the old Federal Länder. In the period from 1990 to 1994, the number of births declined from 178,476 to 78,698. Like the noticeable reduction in the number of marriages in 1990 and 1991 (see above), this reveals just how drastic reactions to the social changes are there.

20. The declining birth rate in the new Federal Länder came to a halt in 1995; between September 1994 and September 1995, a rise of 5.4 per cent in births was recorded.

21. In 1993, 7.9 million married couples and 1.6 million single parents, of whom 1.4 million were single mothers, had children under 18 years of age. There is only one child in more than half of all families, while families with three or more children are rare (see annex I, table 1.C).

C. Legal and political framework conditions

22. On 22 July 1990, the People's Chamber of the German Democratic Republic resolved to re-establish the Länder, which had been abolished in 1952. The German Democratic Republic thus transformed itself from a centralist State into a State with a federal structure, comprising the Länder of Mecklenburg-Western Pomerania, Brandenburg, Saxony-Anhalt, Thuringia and Saxony. The number of Federal Länder thus increased from 11 to 16 following German unification.

23. The number of parties represented in the Bundestag has also changed, six parties currently being represented there: the German Christian Democratic Union (CDU), the Christian Social Union in Bavaria (CSU) and the Free Democratic Party (FDP) form a coalition Government, while the German Social Democratic Party (SPD), the Bündnis 90/Die Grünen (Greens) and the Party of Democratic Socialism (PDS) from the opposition.

24. The social partners, i.e., the trade unions and the employers' associations, have an important place in the political system of the Federal Republic of Germany. The constitution guarantees them collective bargaining autonomy, i.e., the right to conclude collective agreements with one another, agree on wages and determine working conditions without State intervention. Of the approximately 36.1 million gainfully employed persons, 32.3 million are employed in dependent jobs (1994 microcensus). About 11.7 million gainfully employed persons are organized in trade unions, including about 3.7 million women.

25. The accession of the German Democratic Republic to the Federal Republic of Germany also brought a change in the statutory regulations which had been structured differently in the two German States for more than 40 years. In the Unification Treaty of 31 August 1990, the legal situation in the whole of Germany as of 3 October 1990 was defined in detail and the principles were determined, according to which differences that still existed in regulations were to be jointly resolved.

26. The goal was to ensure that, as far as possible, a uniform legal basis applied in all areas as of 3 October 1990. If this was not immediately possible, different standards remained valid for a certain transitional period. The Unification Treaty thus determined that virtually all federal laws and regulations relating to women and family matters valid in the Federal Republic of Germany should also be valid in the territory of the former German Democratic Republic as of 1 January 1991. Some provisions, such as the abortion law, remained in effect even after this date until a new uniform law replaced them

(see sect. III below for more details, as well as the list of laws in annex II.A to the present report).

27. Furthermore, the Unification Treaty gave the legislators for unified Germany the task of further developing the legislation on the equal rights of men and women and of shaping the legal situation with a view to the reconciliation of family and career. As the first realization of this task, the German Bundestag passed the Second Equal Rights Act in 1994.

28. Following German unification, the Bundestag and the Bundesrat had appointed a Joint Constitution Commission with the task of developing proposals for constitutional reform. On the suggestion of the Commission, the Bundestag and the Bundesrat expanded article 3, paragraph 2, of the Basic Law of the Federal Republic of Germany, which since 1949 had read: "Men and women shall have equal rights", by adding the following second sentence: "The State shall promote the implementation of de facto equal rights for woman and man and shall work towards the removal of existing disadvantages".

29. Article 3, paragraph 3, first sentence, of the Basic Law ensures protection against discrimination, stating that nobody may be prejudiced or favoured "because of his sex".

30. The new regulation in article 3, paragraph 2, second sentence, of the Basic Law standardizes a State goal which is intended to help implement the equal rights of men and women, as guaranteed in article 3, paragraph 2, first sentence, more strongly in reality and, with respect to this goal, urges the competent State bodies to take measures towards achieving de facto equal rights. This is not just a legal matter, as, in addition to legal equality, the de facto equality of living conditions is also an essential part of this process.

D. Economic and social framework conditions

1. Changing economic structures

31. The total economic capacity of Germany takes third place amongst the industrial nations, after the United States of America and Japan. The real value of its gross domestic product increased by about 170 per cent between 1960 and 1994 in the former Federal territory. Between 1991 and 1994, it experienced an increase of almost 4 per cent in the former Federal territory and the new Länder.

32. As in many developed national economies, the relatively stronger growth of the service sector compared to the industry sector and a decline in agriculture were particularly noticeable. While 37 per cent of all gainfully employed persons in the former Federal territory were still employed in the manufacturing industry in 1960, the proportion in 1994 was 28 per cent. A decline from 14 to 3 per cent was recorded in agriculture and forestry. A decline from 3 to 2 per cent was likewise recorded in the electricity and gas supply industries (including mining). At the same time, the proportion of gainfully employed persons in the service sector (including credit institutes and insurance companies) increased from 9 to 21 per cent. In comparison, the percentage

working in commerce and transport (1960: 18 per cent; 1994: 19 per cent) and the building trade (1960: 8 per cent; 1994: 7 per cent) remained relatively constant.

33. The described change in structures had direct consequences for the employment of women, as the proportion of women in the individual sectors is very different. For example, it is about 30 per cent in the manufacturing industry, but about 60 per cent in the service sector. The increase in the average share of women among the total number of gainfully employed persons in the former Federal territory, from 37 per cent in 1960 to 41 per cent in 1994, can accordingly be attributed to the changed structure of the sectors, and particularly the expansion of the service sector. In the new Federal Länder, the share of women in 1994 was 44 per cent (see below).

2. Education and training

34. The educational opportunities for girls have seen a marked improvement in recent years. Their proportion at schools providing general education, leading to qualifications for admission to further education, is now over 50 per cent. A comparison of the different types of schools reveals that more girls attend schools leading to higher qualifications than in the past (see annex I, table 4.A). The number of female students at institutions of higher education has also increased considerably (see annex I, table 4.B). In recent years, the behaviour of men and women regarding their choice of study course has also drawn much closer.

35. A similar situation can also be observed in the field of vocational training. The proportion of young women amongst the trainees in the dual system (i.e., vocational training in a company and at a vocational school) has been decreasing for some time in the old Länder and is now 41.1 per cent. In 1993, for example, the decrease in female trainees in comparison with the previous year was 5.1 per cent, while the figure for male trainees was 3.5 per cent.

36. The proportion of young women is even lower in the new Länder (37.3 per cent) and no change in this trend is in sight. This reflects the particular difficulties of young women in finding a training place.

37. In 1992, there were a total of 98,000 pupils who wanted to obtain a vocational training qualification outside the Vocational Education Act and the Handicrafts Codes at full-time vocational schools. The proportion of females was 80 per cent. In 1993, the number of pupils continued to rise. A total of 108,000 pupils were registered, i.e., 10.3 per cent more than in the previous year. The proportion of females has increased to 81 per cent.

38. In 1992, there were a total 8,400 pupils at full-time vocational schools leading to a qualification in an occupation requiring formal training recognized under the Vocational Education Act and the Handicrafts Codes, 13.5 per cent more than in the previous year, of whom 62 per cent were female.

39. All three groups together yield a figure of 1,747,316 young people who wish to obtain a vocational qualification. The proportion of females is about 43 per cent.

40. While vocational training in 373 occupations (1993) under the dual system, based on the Vocational Education Act and the Handicrafts Codes, is uniform across the whole of the Federal Republic, a variety of Länder regulations govern vocational training at full-time vocational schools and there are also no uniform occupational descriptions. There are federal regulations for only 16 basic vocational training courses in school form. Social care and teaching vocations are the quantitative key subjects at the full-time vocational schools. In 1992, these day-care workers, paediatric nurses and geriatric nurses accounted for 42 per cent of the pupils at full-time vocational schools. Vocations as technical and commercial clerks or in the health service sector also account for a significant proportion.

41. Overall, trainees are concentrated in only a few vocations. The 10 vocations most frequently chosen by men account for 39.1 per cent of all male trainees, while the 10 vocations most frequently chosen by women account for over 50 per cent of all female trainees. However, a clear tendency towards an expansion in the vocational spectrum of women has become apparent in recent years. The number of male-dominated occupations requiring formal training has thus decreased. However, the male vocational spectrum remains broader than that of women, who have to overcome greater obstacles as early as entering vocational training, as well as later when starting out in their working life.

3. Women in institutions of higher education and research

42. Study and research continue to be a man's world. In 1993, the proportion of women amongst new students at universities and colleges of art was 43.1 per cent. Their share of doctorates was only 28.7 per cent, although a constant increase has taken place since 1980, when the figure was only 19.7 per cent. In the scientific personnel sector at institutions of higher education, the proportion of women was 19.2 per cent, but it was only 3.0 per cent among C4 professors.

43. On 2 October 1990, the Heads of Government of the Federal Republic and the Länder decided on the Second Universities Special Programme to Enhance Efficiency in Academic Teaching and Research, in the context of which a total of DM 4,000 million has been earmarked for 10 years. A central concern of this programme is to increase the proportion of women at institutions of higher education and other scientific institutions. The efficacy of the measures in better reconciling scientific qualification with family duties and in increasing the proportion of women is reviewed in an annual report. The progress to date indicates that the measures are leading to a visible improvement.

4. Working life

44. The biography of the gainful employment of women in the former German Democratic Republic was very different from that of women in the Federal

Republic of Germany. The rate of gainful employment of women in the former German Democratic Republic was well above the current level in the old Federal Republic of Germany as early as the end of the 1960s. By 1989, it had reached approximately 85 per cent among women between the ages of 15 and 60, meaning that 48.9 per cent of all gainfully employed persons were women. Only about a quarter of the employed women were engaged in part-time work. The gainful employment of women in the former German Democratic Republic was characterized by full-time work and a relatively continuous working life not interrupted by long breaks to raise a family.

45. Particularly large numbers of women in the German Democratic Republic worked in the manufacturing industry and in agriculture and forestry, while the service sector as a whole tended to be fairly underdeveloped.

46. In 1989, 49.2 per cent of the women working full-time had one or more children under 16 years of age in their household. At the same time, about 90 per cent of all working women in the German Democratic Republic had at least one child. The reconciliation of family and career was mainly facilitated by the comprehensive availability of places in crèches, kindergartens and day-care centres.

47. In the 40 years up to 1990, women in the German Democratic Republic had developed a different attitude to gainful employment and the education of children in comparison with women in the Federal Republic of Germany. Continual employment was a matter of course for them, while women in the Federal Republic of Germany interrupted their career for several years in the interests of their family and gave priority to raising their children in the family environment for the first few years.

48. However, there is a growing trend in the Federal Republic of Germany towards interrupting employment only for the time necessary to raise a child. This interruption is becoming continually shorter. According to a study by the Institute for Labour Market and Occupational Research, 1.4 million women in the old Federal Länder returned to work in 1992 after an employment break of more than six months. This is 12 per cent of all employed women at the end of 1992. The number of women returning to work in the old Federal Länder has thus quadrupled in only eight years (1984-1992). Influencing factors on women's willingness to return to work include the family circumstances, vocational qualifications, the career level previously reached and financial constraints.

49. Against the backdrop of the difficult process of economic restructuring in the east, the development of gainful employment of women since unification has moved in different directions in the old and the new Federal Länder.

50. In the former Federal territory, the growth in employment between the years 1989 and 1994 particularly affected women: the number of gainfully employed women (including women working part-time) rose from 11.7 million in 1990 to 12.1 million in 1994 (an increase of 378,000 or 3.2 per cent). In contrast, the number of gainfully employed men decreased by 1.8 per cent to just under 17.3 million in the same period. The employment ratio of women, i.e., the proportion of gainfully employed females between the ages of 15 and 65 in relation to the overall female population of the same age, has continually

increased, reaching 60 per cent in 1994. This is 1.5 per cent more than in 1990 (this figure decreased from 82.7 per cent to 81.8 per cent for men). This growth was particulary distinct in the service sector.

51. In the former Federal territory, women have been the winners in terms of employment since 1970. The slumps in employment during recessions (1974-1976 and 1981-1983) were markedly lower for women than for men. Two thirds, or 2.0 millions jobs, of the employment boom between the last employment depression in 1983 and its peak in mid-1992 benefited women. Women were also slightly less affected than men by the structural and economic changes in the period of economic depression experienced in 1993-1994. The reason for this is that women mainly work in the service sector. However, the recession primarily affected the manufacturing industry, in which men are chiefly employed.

52. Data on the development of gainful employment in the new Federal Länder and East Berlin are only available from 1991 onwards. Since then, the number of gainfully employed women dropped from about 3.6 million to about 3 million in 1994 (a decrease of 600,000 or 18 per cent). At the same time, the proportion of gainfully employed women dropped slightly from 77.2 per cent in 1991 to 73.3 per cent in 1993, although this figure then rose slightly to 73.8 per cent in 1994. The decrease among men was 439,000 (1991-1994).

53. The situation in the new Federal Länder is characterized by the economic collapse of the former German Democratic Republic and the restructuring of the economic and social system. This resulted in a considerable slump in employment, which affected women (18 per cent decrease) more severely than men (an 11 per cent decrease). It is significant in this context that women are more frequently employed in economic sectors which are subject to increased pressure of rationalization (textile and clothing industries, foodstuffs and luxury goods sector, agriculture, chemical and light industries). Former German Democratic Republic companies in these sectors had to close, as they were unable to achieve a competitive standing - especially with respect to the international competition. In contrast, only a small proportion of women work in economic sectors displaying a tendency towards increasing demand for labour, such as the construction industry. In addition, the competitive chances of women are diminished by the perception of family duties and their resultant reduced regional mobility.

54. In the west, the number of women in employment subject to social insurance also increased from 9.2 million in 1990 to approximately 9.8 million in 1993 (an increase of 6.5 per cent), while this figure increased only slightly by 1.2 per cent to 13.35 million for men. The social insurance registration procedure only provides data on the employment structure in the new Federal Länder as of 1993. At the end of September 1994, there were about 5.61 million persons in employment subject to social insurance (just under 2.59 million women and about 3.03 million men). This is 1.7 per cent more than in the previous year.

55. Part-time employment also continued to increase. At approximately 4.5 million, the number of gainfully employed persons in part-time jobs in the west was about 600,000 higher in 1994 than in 1990. Roughly 90 per cent of these are women. In the east, there were about 663,500 gainfully employed

persons in part-time jobs in 1994, just under 160,000 more than in the previous year. In the old Federal Länder, about 63 per cent of all persons in part-time employment are subject to social insurance, while working hours below the compulsory social insurance limit are of markedly less significance (for the time being) in the east.

56. Women who live with a partner and have children under 12 years of age most frequently seek part-time work (77 per cent), although the men in this group also express a particular wish to work part-time (28 per cent). While part-time work primarily represents a way of combining family and career in the old Federal Länder, older women account for the majority of part-time workers in the new Federal Länder. However, more and more married women with children are in favour of one parent working part-time.

57. In the west, the unemployment rates for women and men have become more and more similar since 1990. In 1994, they were exactly the same at 9.2 per cent for the first time in the last two decades. In contrast, the job market situation for women in the new Federal Länder is still strained. The unemployment rate for women between 1992 and 1994 was almost double that for men at approximately 20 to 21 per cent. The rates are now slightly closer, at 19.3 per cent for women and 10.7 per cent for men.

58. In the context of its job market policy, the Federal Government is promoting the rapid and precise integration of unemployed men and women into working life. Aids for entering or switching to regular employment are provided, supporting the initiative, adaptability and mobility of women and men equally. Measures for continuing vocational education, retraining and familiarization are of central importance in this context. The branches of the Federal Institute for Employment ensure the appropriate participation of women in the qualification programmes. They thus comply with the precept embodied in article 2, paragraph 5, of the Employment Promotion Act of 1992, which states that women are to be promoted in all measures of active job-market policy according to their proportion of the unemployed. The proportion of women participating in Act-supported qualification programmes thus increased from 57.1 per cent in 1991 to 60.9 per cent in 1994. At approximately 65 per cent, the participation of women in the first few months of 1995 was even higher than their proportion of the unemployed (October 1995: 63.5 per cent). The development in job creation schemes was also pleasing. In 1993/94 alone, the proportion of women participating in such schemes rose by exactly 12 per cent to 60.2 per cent. At 64.7 per cent, this figure was also higher than women's proportion of the unemployed in the first five months of 1995.

59. In the former Federal territory, the higher qualification level of women is still hardly reflected in their hierarchical position in companies. In 1993, for example, 35 per cent of women, and only 24 per cent of men, were employed at the lowest hierarchical levels as office workers or semi-skilled workers, but the proportion of men in management positions, about 28 per cent, was more than double that of women, about 12 per cent. This ratio is more favourable for eastern German women: in 1993, 18 per cent were working in management positions and a mere 21 per cent at the lowest hierarchical level. Furthermore, there were less marked differences between the rating of men and women.

60. According to comparative statistics for the European Union, which include part-time work, women in the Federal Republic of Germany achieve only 73 per cent of the income of men. Structural reasons account for persisting differences in the income of men and women. Owing to the gender-specific division of the vocational training and job markets, women concentrate on a few typical occupations and sectors, which are simultaneously occupations or sectors with low-income levels. This is compounded by the employment of women in primarily less qualified positions, the higher proportion of women in part-time employment and the shorter employment periods of women owing to interruptions for family reasons, and to their employment in chiefly small and medium-sized companies.

61. One significant factor is the equivalence of jobs, whose definition is incumbent on the parties to a collective wage agreement, owing to the collective bargaining autonomy, and for which there is no generally recognized, objective standard. So-called higher rating campaigns for typical women's jobs, such as day-care workers, cleaning ladies and typists, have been implemented, mainly owing to the pressure of women's organizations within the trade unions. One of the goals in this context is that skills learned within the family should be given higher recognition in working life.

62. The open reductions of women's wages in previous years, as a result of the lower rating of women's work, have been eliminated by collective wage agreements and the adjudication of the Federal Labour Court.

63. In recent years, structures for the systematic promotion of women have developed, particularly in the civil service, but also in parts of the private economy. The Directive for the Vocational Advancement of Women in the Federal Administration, issued in 1986, was given a statutory basis and expanded by the Second Equal Rights Act of 1984. The promotion of women in the private economy is based on a voluntary principle. For its part, the State has developed various guidelines in cooperation with interested companies, which are intended to contribute to the systematic vocational promotion of women in companies.

64. In the context of regional economic promotion, commercial production and service companies can be granted investment cost subsidies if they fulfil certain prerequisites. The maximum rate of this sponsorship, which is limited to structurally weak areas, can be awarded if jobs and training places for women are created and qualitative deficits in the economic structure are thus counteracted.

E. Situation of women in agriculture

65. Agriculture has undergone a dramatic transformation since the Second World War: while 1 in 4 gainfully employed persons in the old Federal Länder still worked in agriculture in 1950, it is only 3 out of 100 today; the number of agricultural businesses with a farming area of 1 hectare or more dropped from 1.6 million to about 550,000 in the same period. Nevertheless, agriculture today covers 83 per cent of domestic foodstuff requirements.

66. The inevitable structural change in agriculture in the new Federal Länder following unification also necessitated a considerable reduction of the existing workforce in agricultural businesses. Women were chiefly affected by this, as they were represented in disproportionately high numbers in the most labour-intensive sectors. Using suitable measures, the Federal Government provided comprehensive social protection during this process of adjustment.

67. Over 90 per cent of agricultural businesses in the old Federal Länder and approximately 81 per cent of agricultural businesses in the new Federal Länder are family businesses (1993). The majority of female farmers run the family business together with their husbands. The scope and extent of women's duties and tasks in agriculture depend on the business and family circumstances. Women have some responsibility for managing the business in all types of business. In 1993, 8.7 per cent of all agricultural businesses were managed by female managers (female owners). At 18.6 per cent, the proportion of agricultural businesses managed by women in the new Länder was far higher than that in the old Länder (8.2 per cent).

68. In 1993, about 717,400 women, or 47 per cent of the female family members, in German agricultural businesses also worked in the business as well as in the home. Women performed almost 28 per cent of the work to be done. Virtually no agricultural businesses would survive without the help of women.

69. In the old Federal Länder, the number of family members working in agriculture dropped from 1.9 million to 1.5 million between 1985 and 1993, owing to the structural change in agriculture. Of the previous 850,000 persons employed in agriculture in the new Federal Länder, only 1 in 5 still worked in agriculture by 1994. The staff cutbacks exclusively affected non-family employees. In contrast, the number of family workers is displaying a marked increase - from an initially low level - owing to the revival and establishment of agricultural businesses. At 190,600 at the end of September 1994, the number of employed persons subject to social insurance in agriculture, forestry and fishery had hardly changed from the previous year's level (figures from the survey of agricultural workers).

70. Between 1979 and 1991, the proportion of agricultural businesses in the old Federal Länder which are smallholdings (businesses in which the business income is less than the non-business income of the owner and/or spouse) rose from 50 to 55 per cent. In 7 out of 10 businesses (430,000), the business income is supplemented by working income from non-business sources. In 1993, about 374,900 female family members worked in the businesses and homes of families which achieve less than 50 per cent of their income from agriculture. Of these, 131,000 women were additionally in full-time or part-time non-business employment.

F. Women in public life

71. At 52.9 per cent, women constitute the majority of persons entitled to vote. However, they are not adequately represented in most areas of public life. They are still considerably under-represented in parliaments, governments

and administrations, in political parties, trade unions and the media, as well as in other political and social decision-making bodies.

72. One important reason for this is the traditional allocation of roles - that of the family to the woman and that of employment and public life to the man. This allocation of roles is still deeply rooted in many people in the Federal Republic of Germany, even if the law and legislation have broken with this attitude and it is questioned by many others. Traditional living and working conditions also often prevent many women from participating in public life in the way they would wish.

73. The proportion of women in parliaments has continued to increase in recent years. They exceeded the 25 per cent mark for the first time in the 1994 Bundestag elections, achieving 26.3 per cent of the seats. A woman has been President of the Bundestag since 1988, and one of the vice-presidential offices is currently held by a woman. The proportion of women in the Länder parliaments has increased considerably - partly owing to the fact that some German parties have introduced quota regulations for women - and is currently between 11 and 38 per cent, averaging 28.2 per cent (see table 2.1). The proportion of women in elected representative bodies of towns and municipalities has also markedly risen in recent years. In 1993, it averaged 22.4 per cent in municipalities with a population of more than 20,000 (in 1988, it was only 16.6 per cent), and is as high as 26.7 per cent in major cities with a population of more than 100,000 (1988: 19.1 per cent). The proportion in some major cities is more than 40 per cent (Freiburg im Breisgau, Potsdam, Mainz, Munich and Nuremberg).

74. In the Federal and Länder governments, the proportion of women is also low, although it has been increasing for years. Three female ministers out of a total 16 ministries, five parliamentary state secretaries out of a total 27 parliamentary state secretaries and one permanent state secretary currently hold office in the Federal Government. In mid-1995, there were 42 female ministers (including State secretaries with cabinet rank) in the Länder governments, corresponding to an average of 29.5 per cent (1990: 24 per cent), and 21 State secretaries (1990: 11), or 11.1 per cent. Since May 1993, for the first time, a woman has been at the head of a Länder government as Minister-President.

75. The number and proportion of women in the political parties has stabilized in recent years, continuing to increase in some parties. The proportion of female members ranges from 25 per cent to 42 per cent. In comparison, women are partly worse represented (between 16 and 20 per cent in the CDU and FDP) and partly better represented on the Federal Executive Committees. In some parties (SPD, Bündnis 90/Die Grünen, PDS), quota regulations are responsible for up to 55 per cent representation.

76. In 1994, 31.6 per cent of trade union members were women. Again, women are still under-represented in positions of responsibility and executive bodies in this sector (see annex I, table 2.F).

77. Women are rarely to be found in executive positions in the economy (see above). Study and research continue to be male domains. In 1993, the proportion of women amongst new students at universities and colleges of art was 43.1 per cent but only 28.7 per cent amongst doctorates, although there has been

a continual increase from 19.7 per cent since 1980. In the scientific personnel sector, the proportion of women was 19.2 per cent, but a mere 3.0 per cent of C4 professors were women.

78. The 1991 report submitted by the Federal Government on the appointment of women to committees, offices and functions within the Federal Government's sphere of influence came to the conclusion that the proportion of women in the over 1,000 bodies examined, which come within the Federal Government's sphere of influence, averaged only 7.2 per cent. There are no women at all on more than half of these committees.

79. However, their participation in advisory and decision-making bodies is a prerequisite for influencing the shape of society. As long as women take only little advantage of these opportunities for exerting an influence, their equal right to participation in political, social and cultural life cannot actually be realized.

80. The Second Equal Rights Act of 1994 has thus created a statutory basis in this sector as well, with the Law on the Appointment and Secondment of Women and Men to Bodies within the Sphere of Influence of the Federal Government.

G. Institutions and authorities for enforcing equal rights

81. A tight-meshed network of institutions whose goal is to turn the equal rights of women and men into reality in everyday life today exists at all administrative levels in the Federal Republic of Germany.

82. In 1986, an independent Ministry for Women was established at a Federal level for the first time and can be regarded as the central equal opportunities board of the Federal Government. The following tasks were assigned to this Ministry:

(a) General responsibility for measures aimed at the realization of equal rights, including the promotion of women within the Federal administration;

(b) Responsibility for maternity protection and the "women and career" sector;

(c) Joint responsibility for important projects concerning women's issues.

83. These responsibilities, which clearly show the importance the Federal Government attaches to women's issues and equal rights policy, were underpinned in 1987 by rights concerning the rules of procedure: with the right of initiative, speech and adjournment on women's issues, the Ministry was given the opportunity to work towards shaping the political will of the Federal Government in all its aspects.

84. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has existed since 1994. Fifty people (including part-time staff) are employed in its Directorate General on Women's Affairs.

85. The task of the Federal Government's equal rights policy is:

(a) To work towards eliminating the discrimination of women in all political and social areas;

(b) To promote women, in order to allow them equal participation in social, political and working life;

(c) To work towards gaining more consideration for the correlations of women's lives and the specific effect on them.

86. The Federal Government regards equal rights policy as an interdisciplinary task. Many other Federal ministries also have working units (divisions) which deal either partly or exclusively with equal rights questions in the context of the respective ministry's sphere of responsibility.

87. Aspects of women's issues are fundamentally touched upon in different areas of all ministries. The cooperation of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth with other ministries on projects affecting women has continued to improve in recent years.

88. Commissioners for women's affairs, who contribute to the vocational promotion of women in the Federal Administration, also work in all Federal ministries and in many subordinate authorities. The Second Equal Rights Act of 1994 gave the promotion of women in the Federal Administration and the appointment, legal position, tasks and responsibilities of commissioners for women's affairs a statutory basis. Every Federal Government office with more than 200 employees must appoint a commissioner for women's affairs.

89. The commissioners for women's affairs of the supreme Federal authorities have united to form an Interministerial Working Group of Commissioners for Women's Affairs of the Supreme Federal Authorities, which meets regularly to exchange experiences and coordinate actions and is led by the Commissioner for Women's Affairs of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

90. All Länder Governments have established central equal opportunities boards. As at the Federal level, the organized status has increasingly improved since the establishment period in the mid-1980s. Twelve Länder have established Ministries for Women in recent years. The equal opportunities boards of four Länder are based in the State Chancellery, i.e., they report directly to the Minister-President. The activity of the equal opportunities boards of the Länder governments covers all political fields.

91. The Conference of Ministers and Senators of the Länder for Equal Opportunities and Women, in which the Federal Government participates as a standing guest, was established in 1991 to improve coordination with one another.

92. Commissioners for women's affairs work in virtually all supreme Länder authorities and in many subordinate authorities and institutions. As at the

Federal level, their position has been improved by equal opportunities or equal rights acts at the Länder level.

93. In the local sector, the number of equal opportunities boards/women's offices in the towns, municipalities and districts has increased to 1,429 (November 1995). The institutionalization of municipal equal opportunities boards has proceeded rapidly, particularly in the new Federal Länder, as the 1989 German Democratic Republic Local Government Constitution obliged municipalities with a population of over 10,000 to appoint full-time equal opportunities commissioners. The local authority legislation of most Federal Länder now provide for the establishment of municipal equal opportunities boards.

94. In 1989 and 1993, the Federal Government submitted a report on the equal opportunities boards at the Federal, Länder and municipal levels to the German Bundestag. The update of this report is in the preparatory stage. A central network office for municipal equal opportunities boards/women's offices was established in 1993 and is financed by the Federal Government.

95. Four tasks are characteristic of the work of equal opportunities boards at all levels:

(a) Participation in legislative projects and regulations;

(b) Initiation and implementation of measures aimed at improving the situation of women;

(c) Contact point for suggestions and complaints from the population;

(d) Promotion of a change of consciousness, favouring equal rights of women and men.

96. When it comes to eliminating discrimination against women, the equal opportunities boards advocate general solutions as much as providing help in individual cases. Targeted information work - brochures, conferences, presentations, press reports, etc., is intended to put women in a position to take greater advantage of their rights on their own. Cooperation with women's associations and women's groups is of great significance.

97. Some companies have commissioners for women's affairs who promote equal rights of men and women.

H. Means of enforcing equal rights

98. The recognition of child-raising and nursing-care periods in statutory pensions insurance and the granting of child-raising benefit and child-raising leave to both mothers and fathers are an important part of the statutory regulations for the elimination of discrimination. Other regulations are listed in section III and in annex II to the present report.

99. Via the responsibilities and competences that it has held since 1987, the Federal Ministry for Women has various possibilities for turning equal rights of women and men into social reality:

(a) In areas for which the Ministry for Women is responsible, it can develop and shape new measures for realizing equal rights of women and men;

(b) It can place emphasis on women's issues in important projects, thanks to its improved rights of participation;

(c) The Federal Minister for Women has a right of initiative and a right of adjournment, in agreement with the Federal Chancellor, on matters of significance for women's issues. In consultation with the responsible Federal Minister, she also has a right to speak before the Bundestag and Bundesrat, including their committees, in connection with legislative plans relating to affairs of particular importance for women's issues;

(d) The justification for cabinet submissions and legislative plans must state the anticipated effects on women's issues;

(e) In cabinet submissions relating to the composition of committees, it must be stated that the provisions of the Law on the Appointment and Secondment of Women and Men to Bodies within the Sphere of Influence of the Federal Government (Federal Bodies Law) were complied with.

100. At the Länder and municipal level, the equal opportunities boards also have a right of participation in matters relating to women's issues - in different forms, however. At the Länder level, the organizational status and thus also the rights of the boards have improved since 1990. With respect to the municipal equal opportunities boards, there are differences between the individual Federal Länder in the statutory basis, the rights and the tasks, as these come under the responsibility of the Länder and the municipalities.

101. The Second Equal Rights Act of the Federal Government, which came into effect in 1994, is another important instrument for the promotion of equal rights (see sect. III below).

102. Since 1989, equal rights or equal opportunities acts for the promotion of women employed by the Länder have also come into effect in many Federal Länder. Other Federal Länder are currently preparing such acts.

103. The political parties play a key role in increasing the political participation of women. The parties are specifically striving to acquire female members and to promote equal rights within their own organizations. They have passed resolutions that reflect their wish to increase the proportion of women in leading positions and functions in the foreseeable future:

(a) CDU is discussing a compulsory procedure (quorum), which is intended to ensure that at least one third of all candidates for party offices and seats are women from the district association level upwards;

(b) At the internal party elections for the list of candidates for the Bavarian local council elections in 1996, CSU started a successful trial run of its motto "3 in 10". There are now 3 women or more in almost every block of 10 throughout Bavaria;

(c) SPD sees the introduction of fixed quotas as the most effective instrument for the promotion of women within the party. In 1988, the organizational statutes and the election regulations of the party were amended to the effect that each sex must hold at least 40 per cent of all offices and seats;

(d) FDP aims to achieve equal opportunities for women at all levels of the party organization via a voluntary obligation;

(e) The statutes of other parties, such as Bündnis 90/Die Grünen, envisage a proportion of women of at least 50 per cent in the composition of all party bodies and organs.

104. Furthermore, international conventions and conferences also support the enforcement of equal rights. In particular, the world conferences of recent years, especially the Fourth World Conference on Women in 1995, have provided important stimuli.

105. In spring 1996, a follow-up conference to the Fourth World Conference on Women will take place in Germany, at which the Federal Government, together with non-governmental organizations, will focus on the question of further realizing the Platform for Action discussed in Beijing. A host of recommendations made at the World Conference have already been realized in Germany.

106. The Federal Government will also advocate the worldwide realization of the demands of the World Conference in its international contacts.

III. PROVISIONS OF THE CONVENTION AND THEIR IMPLEMENTATION IN GERMANY

107. Section III describes the measures taken since 1990 for implementing the provisions of the Convention. The first report and its supplements are referred to in all other respects.

A. Legislative measures for the elimination of discrimination against women (article 2)

108. In the legislative sector, there have been decisive advances in the equal rights of women and men in the Federal Republic of Germany since 1990.

1. Constitution

109. Since November 1994, the equal rights precept of article 3, paragraph 2, of the Basic Law has been in effect in the following, expanded version (see also sect. II above):

> "Men and women shall have equal rights. The State shall promote the implementation of de facto equal rights for woman and man and shall work towards the removal of existing disadvantages."

110. The aim of the Federal Government's equal rights policy is the practical implementation of these equal rights of women and men as guaranteed in the Basic Law. The Federal Government is particularly concerned with partnership between women and men in the family, the working world and society, as well as the freedom of choice of women and men when planning their lives.

2. Unification Treaty

111. Despite many legislative improvements, there is still considerable discrimination against women in numerous areas. It was therefore important that, as part of the unification process, article 31 of the Unification Treaty charged the legislators of unified Germany with the task of "further developing the legislation on equal rights".

3. Equal Rights Acts

112. Since September 1994, the Second Equal Rights Act of the Federal Government (see paras. 177-183 below) has been in effect, including regulations on the promotion of women and on the improved reconciliation of family and career for women and men in the Federal Administration, in the Federal Courts and in public bodies directly responsible to the Federal Government. Other key areas of the Equal Rights Act are the more effective enforcement of the equal rights precept at the workplace, including the free economy, the protection of all employees in public service and in the economy against sexual harassment at the workplace and the equal participation of women and men in the composition of bodies within the Federal Government's sphere of influence.

113. Equal rights or equal opportunities acts for the promotion of women in the Länder and municipal administrations are now in effect in nearly all 16 Federal Länder. Similar acts are currently being prepared in the remaining Federal Länder. Some of these Länder acts contain quota regulations giving preference to equally qualified women over men in sectors in which the proportion of women is under 50 per cent. In October 1995, the European Court of Justice declared the automatic preference of women without exception to be inadmissible. The existing quota regulations of the Federal Länder, insofar as they do not contain adequate hardship clauses, are thus currently being checked in view of this decision.

114. The Second Equal Rights Act of the Federal Government set compulsory objectives for the Federal Administration's plans for the promotion of women. These are not jeopardized by the verdict of the European Court of Justice.

4. 1993-1995 Act Amending the Act on Assistance for Pregnant Women and Families

115. The constitution obliges the State to provide effective protection of unborn human life by adequate actual and normative measures. In order to fulfil this task, the penal provisions in respect of abortion were uniformly amended following the unification of Germany.

116. The amendment came into effect on 1 October 1995. It is based on counselling of the pregnant woman, which is committed to the protection of unborn life, and a responsible decision by the pregnant woman in the past 12 weeks after conception. Under the provisions of the new Article 218 a of the German Penal Code (StGB), an abortion is not punishable if, among other things, the pregnant women has undergone pregnancy conflict counselling prior to the abortion.

117. The regulation, according to which a justifiable indication exists if there is good reason to assume that, as a result of genetic factors or harmful influences prior to birth, the child would suffer from an incurable health disorder of such severity that a continuation of the pregnancy cannot be demanded of the pregnant women, has been abolished.

118. A justifiable medical indication exists if a physician judges termination of the pregnancy to be advisable, taking the present and future living conditions of the pregnant woman into account, in order to avert either the danger of death or the danger of impairment of the pregnant woman's physical or psychological health, and the danger cannot be averted in any other reasonable way.

119. A justifiable indication also exists if there is good reason to assume that the pregnancy stems from a sexual offence, on condition that no more than 12 weeks have passed since conception.

120. The statutory health insurance companies bear the costs of the abortion if any of these indications exists.

121. In cases of abortions which are exempt from punishment and have no indication, the women bear the costs themselves. If they are financially incapable of this because their income/assets are below a certain limit, the costs are initially borne by the statutory health insurance companies and later reimbursed by the respective Federal Land.

122. In addition to the penal section, a host of benefit laws were also laid down in the context of the Act on Assistance for Pregnant Women and Families. Through these, the social measures benefiting families were expanded, in order to improve the conditions for deciding in favour of having a child. These include, in particular:

(a) Regulations on sex education, contraception, family planning and counselling;

(b) Availability of free contraceptives for women under 21 years of age, insofar as they are members of a statutory health insurance company;

(c) Legal right to a kindergarten place for children from the age of three until their enrolment in school (only on certain fixed dates in the calendar year up to 31 December 1998);

(d) Expansion of supervisory services for children under three years of age and children of school age as required, as well as the provision of all-day places as required;

(e) Women returning to work and participating in continuing vocational education schemes on a part-time basis, owing to caring for children in need of supervision, are granted a maintenance allowance and DM 120 towards the costs of supervising the children;

(f) Trainees who have taken child-raising leave may not be disadvantaged as a result;

(g) The additional requirement supplement is increased for recipients of individual help with maintenance in the context of social welfare benefits;

(h) Pregnant women are given particular consideration in the promotion and allocation of accommodation;

(i) Expansion of exemption from work owing to caring for a sick child, with loss of earnings being compensated for by the statutory health insurance companies;

(j) Single parents can receive advance maintenance payments for a maximum 72 months for children under 12 years of age from youth welfare offices;

(k) The right of mothers of illegitimate children to claim maintenance from the father of the child is expanded and prolonged from one to three years;

(l) Pregnant minors and young families also have the right to a housing eligibility certificate.

5. Other laws

123. Other laws for improving equal rights and eliminating discrimination against women are described in the following sections. A list of laws relating to women's issues can be found in annex II.

B. Measures for promoting and safeguarding the full development of women (article 3)

124. The equal rights policy of the Federal Government does not represent a uniform model of life-planning for women and men. Its policy is far more intended to take the different capabilities, needs, life expectations and goals of women into account. It aims to enable both women and men to make self-determined decisions on their own responsibility as far as possible, without being tied to set roles.

125. In addition to the prevention of discrimination, equal rights policy is increasingly concerned with the active promotion of women. There is growing recognition of the fact that worldwide problems cannot be solved without the contribution of women. It is thus logical that the equal participation of women in economic, political and social resources plays a crucial role.

126. At a Länder level too, the obligation of article 3 of the Convention is also met by effective women's and equal rights policies.

127. If individual measures are not described in more detail below, the corresponding activities of the Federal Government and the Länder are listed in annex II.

C. Special measures pursuant to article 4

128. Special provisions as defined in article 4, paragraph 2, are the Act for the Protection of Gainfully Employed Mothers and the special labour protection provisions for women.

129. In 1992, the provisions of the Act for the Protection of Gainfully Employed Mothers (Maternity Protection Act) relating to protection against unfair dismissal were improved and some employment bans better adjusted to the vocational interests of pregnant artistic performers. The German Bundestag is currently discussing a bill of the Federal Government containing further improvements of maternity protection legislation which is also intended to implement the European Community Maternity Protection Directive of 1992.

130. In 1994, the Working Hours Act abolished employment bans and restrictions for women, including the ban on night shifts for female workers, which had been declared unconstitutional by the Federal Constitutional Court.

D. Elimination of stereotyped roles and promotion of the common responsibility of men and women for the upbringing and development of their children (article 5)

131. As a part of modern social policy, equal rights policy must direct its issues and measures towards the realization of a fair society, in which men and women perform tasks jointly and as equals in a responsible partnership. This policy is equally oriented towards the life patterns of both women and men, as equal rights cannot be realized through promotion of women and statutory

regulations for the elimination of discrimination against women alone. The practical implementation of equal rights is to be supported by measures designed to shape public awareness. Information brochures, campaigns, professional conferences and exhibitions are intended to contribute to eliminating any remaining prejudices about the roles of women and men in society, as well as making people aware of ingrained behavioural patterns and helping to change them (see annex II).

132. For example, the 1993 campaign "We can do it together - Equal rights now" was aimed at motivating men in particular to break with traditional role conduct and gather experiences in worlds that were previously reserved almost exclusively for women, as well as developing behavioural patterns based on partnership in the family, at work and in society.

133. Furthermore, a mobile exhibition entitled "Girls in picturebooks", an exemplary display of gender-specific and neutral, non-sexist representations in picturebooks over the last 100 years, is loaned out by the Federal Ministry for Women, for instance. An additional example is the "Women and men are equal" book for schools, which was developed for the target group of children and youths. It is intended to support the elimination of handed-down attitudes and behaviour, as well as the shaping of an identity based on equality and partnership of the sexes.

134. Many Federal Länder have developed recommendations for school book appraisals containing assessment criteria regarding the representation of women and men as equals in school books - without a one-sided allocation of roles.

135. It is ensured that mothers and fathers are equally affected by all laws and measures pertaining to the supervision of children, i.e., there are no longer any fixed roles for mothers. For details of the measures for improving the reconciliation of family and career for women and men, see paragraphs 199-225 below.

E. Eradication of trafficking in women and forced prostitution (article 6)

136. The protection criminal law provides for foreign girls and women, in particular, against sexual exploitation, specifically against the dangers of forced prostitution and trafficking in human beings, was improved by the 26th Act Amending the Penal Law, which came into effect on 22 July 1992. The previous article 180 a, paragraphs 3 to 5, StGB (German Penal Code) (Promotion of prostitution) was replaced by a new article 180 b StGB (Trafficking in human beings) and - like article 181 StGB, which is now referred to as "Aggravated trafficking in human beings" - considerably tightened up.

137. The revised articles 180 b and 181 StGB also apply to criminal acts committed abroad, independently of the law applicable where the offence was committed.

138. The Act on Combating Organized Crime (OrgKG) of 15 July 1992, which came into effect on 22 September 1992, supplemented the 26th Criminal Law Amendment Act in two important aspects:

(a) On the one hand, the measures for improving witness protection (article 68 StPO - Code of Criminal Procedure), as passed in the OrgKG, also benefit women affected by trafficking in human beings who could be important witnesses at the main court hearing;

(b) On the other hand, the new legal concepts of fines on property and extended forfeiture in certain aggravating circumstances, introduced by the OrgKG, are also applicable in cases of aggravated trafficking in human beings, pursuant to article 181 StGB (article 181 c StGB). The legal possibilities for seizing illegal gains from trafficking in human beings have thus been expanded.

139. The following projects have been implemented by the Federal Ministry for Women in the area of trafficking in women:

(a) A review of prostitution tourism;

(b) A qualitative study on the environment and extent of trafficking in human beings, involving foreign girls and women, including mail-order marriages and prostitution tourism, which also contains an overview of counselling centres for affected women;

(c) A pilot project "Walk-in centre and counselling centre for prostitutes under duress and foreign women in mail-order marriages", in the context of which a trial for trafficking in human beings was observed and analysed for weaknesses.

140. The results of these studies were published and contributed to improving in the criminal law on trafficking in human beings.

141. Furthermore, brochures for Thai and Philippine women in their native languages, warning against the arrangement of mail-order marriages, have been compiled and distributed via the German embassies in those countries.

142. The Federal Ministry for Economic Cooperation and Development is supporting a reintegration project for women from developing countries who have ended up in Germany for various reasons (mail-order marriages, trafficking in human beings, prostitution tourism) and wish to return to their native countries.

143. Furthermore, the Federal Minister for Women visited Thailand in September 1995 in order to gather information on the circumstances of prostitutes and prostitution tourism and to engage in talks with members of the Government.

144. Some Federal Länder ensure that victims of trafficking in women who are illegally resident in the Federal Republic of Germany are not immediately deported back to their native countries if they are willing to be witnesses at trials concerning trafficking in human beings.

145. In addition, it is currently being debated whether to grant foreign wives independent rights of residence in certain hardship cases, even if they have not yet been married and living in Germany for three years.

F. Participation of women in political and public life (article 7)

146. Pursuant to the constitution, there are no restrictions on the association of women in organizations or the articulation and representation of their interests in the Federal Republic of Germany.

147. There has been a considerable upsurge in women's interest in contributing to shaping politics and society in recent years. They are increasingly active in parties, organizations and initiative groups. Women have brought new subjects (e.g., violence against women within relationships) and concepts (e.g., "mainstreaming") into discussions and made people aware of undesirable developments without our society.

148. The appointment of eight women as ministers and parliamentary state secretaries in the Federal Government following the last Bundestag elections (see sect. II and annex I, table 2.B) reflects a policy which includes women as equals in all important social decisions. The responsibilities of these female politicians confirm this: Ministry of Defence, Ministry of Finance, Ministry of Justice, Ministry of Health, Ministry for the Environment, Nature Conservation and Reactor Safety, Federal Ministry for Education, Science, Research and Technology and Ministry for Family Affairs, Senior Citizens, Women and Youth.

149. Women's groups and organizations play a significant part in raising people's awareness of discrimination against women and increasing the interest in realizing equal opportunities. Without their commitment, many improvements for women could never have been achieved.

150. The German Women's Council, a nationwide organization of women's associations and women's groups of mixed associations, has 50 member associations, four of which are in turn parent organizations or unions. Overall, more than 100 nationwide women's organizations are represented in it, including professional associations, as well as confessional women's associations, the women's organizations of political parties and trade unions and representatives of the interests of certain groups of women or associations with interdisciplinary aims. The German Women's Council is financially supported by the Federal Government. Furthermore, the Federal Government also supports the events and projects of individual associations, organizations and women's groups.

151. At the Federal Länder level, the women's organizations are united in the Länder Women's Councils, which are not subordinate to the German Women's Council, but independent.

152. Since German unification, the Federal Government has supported the establishment of women's associations structures in the five new Federal Länder and East Berlin with special funds. Associations already existing there have

considerably increased their activities and a host of new organizations and initiatives have sprung up, meaning that the will of women can now be developed, and their interests represented, on a pluralistic basis.

153. In addition to the traditional women's movement, as organized in the German Women's Council, an independent women's movement has arisen since 1968. A feminist "counterculture", primarily interested in autonomy, i.e., independence from men, and which rejected and opposed traditional organizations and association structures, originated in the areas of health and social policy, science and culture, in particular. Today, this separation has again decreased somewhat or has been abandoned. The analyses and demands of the women's movement now feature in the political programmes of the parties and in the measures of the Federal and Länder governments, as well as in the municipalities. The independent women's groups are supported both by the equal opportunities boards at the Länder and municipal levels, and by the Federal Ministry for Women for individual events.

154. In 1991, the "Bodies Report of the Federal Government" noted that the proportion of women in the over 1,000 bodies within the Federal Government's sphere of influence averaged a mere 7.2 per cent and that not a single woman was represented in more than half of these bodies. One consequence of this is the Federal Bodies Law (article 11 of the Second Equal Rights Act), in effect since September 1994, which is aimed at equal participation of women and men in the composition of these bodies.

155. The Act fundamentally obliges all agencies with a right of nomination in the State, political, economic and social sector to put forward double nominations, i.e., to nominate one woman and one man of equal suitability for the seat in the body. The appointing agency responsible for the body must work towards the aim of the Act when making its decision on the personnel suggestions. According to the Federal Bodies Law, if the agency having a right of nomination is not able to make a double nomination for factual or legal reasons, it must submit these reasons to the appointing agency, which must then examine the validity of the reasons given.

G. Participation of women at an international level (article 8)

156. Like men, women have the opportunity of representing the Government at an international level and of participating in the work of international organizations. Women's associations, such as the German Women's Council, which has an observer status in the Economic and Social Council, are involved in the growing amount of international cooperation. As non-governmental organizations, they participate in numerous international conferences.

157. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth actively participates in international bodies dealing with women's issues. This includes bodies of the European Union and the Council of Europe, as well as United Nations bodies. In the Foreign Office, which is primarily concerned with the realization of beneficial and fruitful international cooperation, more women have been appointed or promoted to executive positions. At the end of 1995, 13 out of approximately 250 foreign missions (or 5.2 per cent) were headed by

women - 6 ambassadors and 7 consuls general (compared with 6 out of approximately 200 foreign missions in 1989). In Germany, 2 subdivisions and 6 divisions are headed by women.

158. Since the beginning of the 1980s, the proportion of women amongst new appointments in the higher diplomatic service has increased to an average of over 20 per cent. In the years preceding 1980, it was always well below 10 per cent. The proportion of women on the fiftieth attaché training course, recruited in 1995, was 26 per cent. In 1994, the proportion of women receiving training in the intermediate service was 43.8 per cent and 62.3 per cent in the higher intermediate service. The proportion of women in the higher intermediate service has remained constantly well above 60 per cent in recent years.

159. The Federal Government promotes and supports female applicants for vacancies in the secretariats of international organizations. At the Secretariat of the United Nations in 1994, 38 out of 138 German officials in comparable higher service were female, corresponding to a 29.7 per cent share of women.

H. Nationality of women and children (article 9)

160. National law does not differentiate between children born of a German father or a German mother when acquiring nationality through birth (article 4, paragraph 1, first sentence, Nationality Act). This applies equally to legitimate and illegitimate children since the amendment of the Act of 30 June 1993 (which came into effect on 1 July 1993). In the case of illegitimate children with German fathers, paternity must be unequivocally proved, pursuant to German law, in order to claim German nationality.

I. Equal rights of women and men in the fields of education and sport (article 10)

161. The coeducation demanded by article 10 (c) of the Convention has been introduced in the schools of the Federal Republic of Germany since 1970. However, studies reveal that joint education for girls and boys is not sufficient optimally to promote girls and overcome traditional roles and behavioural patterns. Girls are often discriminated against in joint education, particularly in the natural sciences and technical subjects, because the lessons are frequently geared more to the experiences and interests of boys.

162. Coeducation in itself is on no account to be fundamentally questioned. However, it must be actively further developed, organizational improvements must be made, teaching methods assessed and the teachers sensitized and trained to promote girls in the same way as boys.

163. In 1990, in the context of the Bund/Länder Commission for Educational Planning and Research Promotion, a key field of promotion was set up for pilot projects for the promotion of girls and women in education. The projects promoted here are primarily devoted to questions of the further development of coeducation, changes in the teaching of particular subjects, especially in

physics and computer science, and the improvement of career guidance and continuing teacher training.

164. Sex roles and images of women that no longer correspond to today's reality are often still portrayed in school books.

165. As early as 1986, the Standing Conference of the Ministers of Education and Cultural Affairs adopted principles for the design of school books, according to which stereotyped roles and one-sided task assignments were to be avoided or the problems caused by them expounded. The administrations for education and cultural affairs, school book publishers, authors and parents have now become more sensitized to this issue than they were just a few years ago.

166. Despite the progress achieved, the gender-specific segmentation of the training and job markets has not yet been overcome. A host of prejudices and role clichés still exists when it comes to the subject of women and careers, especially in the technical sector. Based on the experience to date, many areas must be tackled simultaneously, in order to facilitate better access to technical careers for girls and women. Schools and parents, as well as career and job counselling services in the labour administration sector are particularly important in this context. The Federal Government advocates even greater long-term monitoring and promotion of the necessary change in consciousness than in the past.

167. In 1994, the Federal Ministry for Education, Science, Research and Technology, the Federal Institute for Employment and German Telekom launched the joint initiative "Women provide new impulses in engineering". The aim of this nationwide initiative is to illustrate better the achievements and successes of women, particularly in technical jobs, to eliminate prejudices against the training and employment of women in the technical sector and specifically to promote their career development. In the context of this work, the existing initiatives in this sector are brought together by a coordination office at the Federal Institute for Vocational Education, in order to support such work and to improve the exchange of information and experience. There has been a host of professional events and information published and the first nationwide Women and Engineering Day was organized in 1994 and was to be repeated in 1996.

168. Important impulses for improving the circumstances of girls and women in education have been provided by the results of women's research. This initially developed in the social sciences in Germany, but is now represented by specific issues in most scientific disciplines.

169. In recent years, the institutional foundations of women's research have considerably improved in Germany. There are now about 70 professorships in women's research, mostly at universities, as well as two postgraduate study groups for women's research, in which the research work of talented young female scientists is concentrated.

170. Furthermore, a great number of research projects on subjects of women's research have been carried out by teachers at institutions of higher education, scientific assistants and postgraduates. Numerous projects on women's research are also being carried out at non-university institutions, e.g., to improve the

education of schoolgirls in the natural sciences and technical subjects and gender-specific aspects of continuing education.

171. Small research institutions outside the institutions of higher education also provide important stimuli for the development of women's research in education.

172. About a fifth of the female population of Germany is currently involved in the sports clubs of the German Sports Federation, and the significance of sporting activities for girls and women is continuing to grow. This is particularly reflected by the over 600,000 girls and women who became members between the years 1991 and 1994. Their proportion of the members of the sports clubs is currently 37.6 per cent.

173. Gymnastics, exercise classes, dancing, riding and tennis are the sports most commonly practised by women. However, their participation in ball sports, such as basketball, football and tennis, as well as martial arts and self-defence classes, is also increasing.

174. Women are underrepresented in the managerial and administrative structures of the clubs, as well as in the presiding committees of the Sports Associations of the Länder, the top-level associations and the German Sports Federation, including its honourary bodies. As early as 1989, the German Sports Federation thus adopted a plan for the promotion of women, the aim of which is to enforce equal opportunities for women in all areas of sport.

175. The Federal Ministry of the Interior ensures that women and men are treated equally in the context of its financial promotion of top-level sport.

176. The Federal Ministry for Women is supporting a project of the German Sports Youth aimed at an exercise and communication culture geared to girls and women, with the following goals:

(a) The provision of exercise, sports and education opportunities which are geared to the specific needs of girls/women;

(b) The provision of a teaching and learning method accepted by girls/women, which is concerned with democratically integrating girls/women in education opportunities;

(c) The provision of communicative and organizational managerial and administrative skills, which facilitate the integration of girls/women in the reorganization of education opportunities.

J. Equal rights of women and men in the field of employment (article 11)

1. Second Act on Equal Rights of Men and Women

177. The introduction of the Second Equal Rights Act on 1 September 1994 and the associated change in the German Civil Code (BGB) have brought about considerable progress towards equal rights of women and men in the field of employment. With these changes, the Federal Government has fulfilled its obligation resulting from the Convention with respect to the equal treatment of men and women in employment contract law.

178. Compensation for discriminatory non-appointment, article 611 a BGB. By amending article 611 a, paragraph 2, BGB, the legislator has embraced the adjudication of the European Court of Justice, which disallowed the previous regulation as an impermissible realization of the Equal Treatment Directive (76-207 EEC). While an applicant refused on grounds of his/her sex was formerly only able to claim compensation for damages caused by breach of trust (postage, application costs), he/she can now claim pecuniary damages of up to three months' earnings under the provisions of paragraph 2.

179. In deciding in favour of the entitlement to damages as defined in article 611 a, paragraph 2, BGB, the legislator has declared himself against a right to appointment - which would be irreconcilable with existing labour law. In this context, the protection does not refer to the appointment chances of the most suitable applicant, but to the right of every applicant, male or female, to a non-discriminatory procedure for filling vacancies.

180. In cases of simultaneous discrimination against several applicants, the upper limit for the individual damages is set at 6 months' earnings, and at 12 months' earnings in cases of simultaneous job advertisements for several vacancies - article 61 b, paragraph 2, Labour Courts Act.

181. Claims must be made in writing to the employer within two months of receiving the rejection. Pursuant to article 611 b, paragraph 5, BGB, this compensation regulation applies accordingly in the event of gender-related discrimination in the context of job promotion, if no entitlement to such promotion exists.

182. Neutral, non-sexist job advertisements, article 611 b BGB. The former "directory provision" has been changed to an obligatory regulation for employers. It is still irrelevant whether the employer places the job advertisement himself, or whether this is done by a third party on the employer's behalf. Following this tightening up of the regulation, any contraventions will have more significance in future when it comes to the judicial consideration of the evidence (sex-related discrimination as defined in article 611 a, paragraph 1, BGB and within the framework of the works council's tasks).

183. Obligation to display notices. Article 2 of the European Community Labour Law Amendment Act of 13 August 1980 has been amended so that companies usually employing more than five staff must provide or display a copy of articles 611 a,

611 b, 612, paragraph 3, 612 a BGB and article 61 b of the Labour Courts Act for inspection in a suitable place.

2. Civil service

184. The Act on the Promotion of Women and the Reconciliation of Family and Career in the Federal Administration and Federal Courts (Act on the Promotion of Women - article 1 of the Second Equal Rights Act), which has been in effect since September 1994, has replaced the former Directive for the Vocational Advancement of Women in the Federal Administration.

185. The Act on the Promotion of Women obliges every Federal agency to implement a three-year plan for the promotion of women with compulsory aims for the elimination of female underrepresentation, including in executive positions.

186. Agencies with at least 200 staff must appoint commissioners for women's affairs, either by previous public announcement of the post or by secret ballot, who supervise the enforcement of the Act for the Promotion of Women and perform their duties at their own discretion.

187. As defined in the Act for the Promotion of Women, the fundamental legal right to family-related part-time work and leave of absence, the prohibition of discrimination of the affected persons in their professional advancement, an adequate offer of part-time jobs by the agency and the advertisements of all posts in both full and part-time form are part of the improved reconciliation of family and career for both women and men in the Federal Administration. All of these measures also apply to executive functions.

188. The Federal Government has long promoted part-time employment as an important contribution to the occupational activity of women in the civil service. Above all, the decision as to how best to reconcile a career, family and raising children is intended to be made a great deal easier for families than it has been to date. In addition to the Act for the Promotion of Women, the eleventh Act Amending the Service Regulations, which came into effect on 1 June 1994, has again considerably expanded the legal framework conditions for part-time employment as a civil servant.

189. An entitlement to claim part-time employment for family reasons also exists now. Part-time employment can be claimed for an indefinite period, as long as one child is under 18 years of age or a relative needing care is looked after. Furthermore, a bill is currently being drafted, the aim of which is to enable part-time employment to be granted solely on the basis of an application by the civil servant alone, provided that there are no official reasons which would forbid this.

190. In 1994, the collective bargaining parties also expanded the industry-wide collective bargaining agreements to include a regulation which increases the possibilities of part-time employment for family reasons for employees in public service.

191. The occupational situation of women in the civil service has continued to improve in recent years. Women's share of the total number of employees in public service has constantly risen. According to the Federal Statistical Office, almost 3 million women were employed in the public sector in 1994. Women's share of the overall number of staff has thus continued to increase, from 46.8 per cent in 1991 to 48.8 per cent in 1994.

192. A total of 2,211 applicants, male and female, were employed by the Federal Ministries in 1991: 1,116 women (50.5 per cent) and 1,095 men (49.5 per cent). More than one third of the new appointments in the higher service and almost 40 per cent in the higher intermediate service were women.

193. As the proportion of women employed in higher service was only 11.4 per cent, this new appointment rate of over 30 per cent represents another advance.

3. Working Hours Act

194. The Working Hours Act, which came into effect on 1 July 1994, revised the protection of women at work for reasons of equal treatment and health protection. The existing bans and restrictions on employment of women were abolished. Protection and precautions in cases of health burdens are now equally applicable to women and men. For example, the ban on night shifts for female workers was abolished and replaced by neutral, non-sexist protective regulations for all night workers covering occupational medicine and socio-political aspects. The special health protection afforded to pregnant women and mothers, as provided by the Maternity Protection Act, is not affected by this.

195. The ban on the employment of women in underground mines was the only regulation to be preserved. In this respect, the Federal Republic of Germany is bound to the Convention concerning the Employment of Women in Underground Work in Mines of all Kinds.

196. With the entry into effect of the Working Hours Act, women can now be trained in all occupations recognized under the Vocational Education Act and the Handicrafts Code, the only exceptions being two mining occupations (miner and mine-worker).

4. Gender-specific differences in income

197. As already described in section II above, persisting income differences between women and men are primarily due to structural reasons. There are no indications to suggest that the collective bargaining parties systematically discriminate against women in their collective bargaining. In the so-called light wage group sector - i.e., wage groups that provide for a lower wage for lighter physical jobs, primarily performed by women, than for the next highest wage groups for physically demanding work - the German Bundestag, the Federal Government and the collective bargaining parties have been trying for years to eliminate these wage groups as a theoretical source of indirect discrimination

against women. However, this problem is of little practical significance: the difference between the aforementioned groups is 2.8 per cent and only 0.6 per cent of workers are affected in the branches concerned.

198. Currently, the main aim is to determine whether and to what extent the collective bargaining parties are continuing to act on the repeated calls of the German Bundestag for an improvement in women's circumstances in this sector. To date, the Federal Government has submitted nine reports on this subject to the German Bundestag since 1969, the latest in September 1992. These indicate that the controversial light wage groups only appear in a few collective bargaining agreements today.

5. Reconciliation of family and career

199. In the Federal Government's opinion, measures for improving the reconciliation of family and gainful employment for women and men are of great importance in improving women's situation in the field of employment. The fact that the family is mainly assigned to the woman's sphere of responsibility results in considerable disadvantages for them in working life. Women will only have the same opportunities of entering the working world as men when it is equally natural, and also possible, for women and men to combine family duties with a career.

200. A standing working group on the reconciliation of family and gainful employment has existed at the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth since 1992. The members include representatives of employers and trade unions, as well as staff from the Ministry and the Federal Institute for Employment. This body has already submitted a number of practical suggestions for improving the reconciliation of family and gainful employment.

201. In 1993, the Federal Government organized the first Federal competition "The pro-family company" on the suggestion of this working group. Companies with particularly pro-family working conditions, which make it easier for both women and men to unify better the demands of working and family life, were honoured in this competition. A repeat competition is planned for 1996.

202. The Federal Ministry of Labour and Social Affairs, the Federal Institute for Employment and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth have initiated a campaign entitled "Mobile time". The aim is to improve the public opinion of flexible working hours models. Mobile time means new, more flexible and more mobile organization of working hours.

203. Furthermore, since 1994, the Federal Government has been implementing a part-time work campaign, in the context of which flexible working hours models are to be made more attractive by a number of measures:

(a) The Second Equal Rights Act of 1994 establishes the obligation of Federal agencies to offer more possibilities of part-time work in government service, as well as the fundamental legal right to family-related part-time work;

(b) Furthermore, a bill is currently being drafted, the aim of which is to enable part-time employment to be granted solely on the basis of an application by the civil servant, provided that there are no official reasons which would forbid this;

(c) in 1994, the collective bargaining parties also expanded the industry-wide collective bargaining agreements to include a regulation that increases the possibilities of part-time employment for family reasons for employees in public service;

(d) The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is making a contribution to improving information on the many advantages of flexible working hours with its pilot project "Qualified part-time work for women and men". This is concerned with the promotion of qualified part-time work in professional and executive positions in the private economy. Individual working hours solutions for large, medium and small-sized companies from all industries can be developed in the context of this project;

(e) Another pilot project is aimed at the introduction of pro-family working hours structures in small and medium-sized companies, in which over 80 per cent of women are employed;

(f) Full-time and part-time work were given a legally equal status by the Employment Promotion Act of 1985;

(g) The Employment Promotion Act of 1994 envisages that, in the event of later unemployment, the unemployment benefit for both male and female employees who have shortened their working hours will be calculated according to their previous, longer working hours.

204. Furthermore, the Federal Government has again improved the legal promotion provisions for the reintegration of persons returning to work. For example, the possibility of facilitating the integration of persons following a family-related break has been created in the context of the programme of the Federal Government for the long-term unemployed for the promotion period from 1995 to 1999.

205. The Federal Government has launched various measures in order to facilitate women's access to the job market:

(a) Since 1 October 1994, public companies supplying temporary staff have been eligible for promotion with Federal funds if they hire out hard-to-place unemployed persons, with the aim of creating permanent jobs for them with the hirer;

(b) The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is considering whether to test a nationwide temping model specifically for women, comparable to the "Start" model which is already being tested;

(c) The special programme of the Federal Government entitled "Employment aid campaign for the long-term unemployed" is to be extended and is of particular benefit to women;

(d) The Federal programme 'EPA Plus', which is co-financed by the European Social Fund, contains some important improvements for the integration of women on the job market. The Federal Government has up to DM 3.5 billion in funds from the European Social Fund at its disposal for this programme.

206. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has initiated various special programmes in the interests of facilitating reintegration in gainful employment:

(a) Information and advisory services for women returning to work and unemployed women;

(b) Promotion of the reintegration of women into working life by granting training subsidies to businesses/companies;

(c) Practice-oriented qualification measures for women, one aim of which is facilitating their access to executive positions;

(d) In addition to the use of instruments of job market policy, new approaches towards an improvement in the gainful employment of women are being tested under the catchword local economy;

(e) Another plan is to stimulate the development and implementation of measures to support women's self-employment through municipal/regional promotion of the economy;

(f) The project entitled 'Practice-oriented qualification of women in executive positions' is aimed at women in the new Federal Länder.

207. The Maternity Protection Act also indirectly supports the reconciliation of family and career, e.g., by particular protective provisions for the employment of pregnant women, the protection against unfair dismissal during pregnancy, the release from work six weeks before the expected date of birth and the ban on employment during the first eight weeks after the birth (12 weeks for premature or multiple births). The woman's income is fundamentally safeguarded during this period. In 1992, the protection against unfair dismissal for pregnant workers was improved with respect to the exercise of their rights.

208. Moreover, the Federal Government also recognized the special right of female workers to protection by ratifying article 8, paragraphs 1 and 3, of the European Social Charter.

209. The Act on granting child-raising benefit and child-raising leave has been in effect since 1986 and has been changed several times since then.

210. Mothers or fathers who look after the child themselves, i.e., housewives and househusbands as well, receive child-raising benefit in recognition of their work in raising the child. The amount awarded is dependent on income.

211. The period of child-raising benefit payments has been extended several times, being awarded for a maximum of 10 months for births up to 31 December 1987, a maximum of 12 months for births from 1 January 1988, a

maximum of 15 months for births from 1 July 1989, a maximum of 18 months for births from 1 July 1990 and a maximum of 24 months for births from 1 January 1993. About 97 per cent of young parents claim child-raising benefit each year.

212. The income limits were of little importance in the new Federal Länder: 86.5 per cent of applicants were granted the full child-raising benefit, even after the sixth month, and 7.5 per cent were granted a reduced child-raising benefit. In 1994, 53.1 per cent of recipients in the old Federal Länder continued to receive the full child-raising benefit after the sixth month, while 32.5 per cent received a reduced child-raising benefit.

213. Child-raising leave is granted parallel to child-raising benefit, being initially extended from 10 to 24 months for births from 1 January 1986. For births from 1 January 1992, leave is granted until the child is three years of age.

214. Child-raising leave is intended to facilitate an interruption of employment for working mothers and fathers. The continuation or commencement of a limited gainful activity from three months after the birth is permitted. Part-time employment which is limited to a total of 19 hours per week, as well as work for purposes of vocational education, do not affect the right to child-raising benefit. The parents can alternate in taking time off up to three times within the total three-year period of child-raising leave. A total of 12.5 per cent of companies guarantee re-employment in addition to child-raising leave.

215. Both child-raising benefit as well as child-raising leave are still primarily claimed by mothers. In 1994, a mere 2.2 per cent (16,920) of the applicants for child-raising benefit were fathers. Fathers accounted for 1.5 per cent (6,049) of the people who took child-raising leave in 1994. This represents a slight increase of 0.2 percentage points in comparison with 1993.

216. The total number of mothers and fathers who claimed child-raising benefit in 1994 was 788,562. In 1994, 412,699 women and men took child-raising leave after the birth of their child.

217. Another important prerequisite for the reconciliation of family and career is regular child care.

218. There are still not enough day-care institutions for the supervision, education and raising of children (crèches, kindergartens, day-care centres and other institutions) in the Federal Republic of Germany, particularly in the old Federal Länder. There are great regional differences. The need for such institutions is constantly growing because the necessity of combining a family and gainful employment is becoming more and more urgent, because communal education is beneficial for the increasing number of only children and because the number of single parents is rising.

219. The socio-political aim is thus the provision of a varied range of day-care services for children, corresponding to the different living circumstances and family situations. Book Eight of the Social Code - Child and Youth Services -

takes this concern into account by providing for the need-based promotion of children in day-care institutions.

220. As of 1 January 1996, every child has the legal right to attend kindergarten from three years of age. However, despite concerted efforts over the last few years, not all Federal Länder were able to meet this demand on time, meaning that transitional solutions in the form of fixed date regulations will apply in some Länder until 31 December 1998.

221. According to the division of tasks between the Federal Government and the Länder as provided for in the Basic Law, the implementation of the provisions of the Child and Youth Welfare Act is the responsibility of the Länder and the local municipal authorities. These are accountable for adequate provision of day-care institutions as well as for their financing.

222. As a special help for single parents, the Act on Advance Maintenance Payments ensures that children who receive no maintenance from the other parent and no orphan's payments receive the minimum maintenance payments from public funds, as determined in the Ordinance on standard maintenance.

223. The State does not wish to remove the burden from the parent liable to pay maintenance in this way. It thus attempts to collect the contributions paid from the parent liable to pay. This is of great practical importance for the child. If the State successfully presses its claim, the clarification of the legal situation makes it easier for the child to receive regularly maintenance payments from the party liable to pay when the State no longer intervenes.

224. Advance maintenance payments are paid until the child is 12 years of age and for a maximum of 72 months in total. Advance maintenance payments mean: regular maintenance payment rate minus half of the benefits for the first child. Depending on the age and place of residence of the child, the monthly advance maintenance payments are thus as follows:

	Under 6 years	6-11 years
	(Deutsche mark)	
Children in the old Federal Länder	249	324
Children in the new Federal Länder	214	280

225. The right to advance maintenance payments is precluded if the single parent fails to provide any information on the other parent or does not cooperate in determining paternity or the whereabouts of the other parent. The same applies if the two parents live together or marry.

6. The right to social security

226. Although the 1992 Pensions Reform Act was characterized by cost-cutting efforts, family-policy measures in pensions law were greatly expanded.

227. Socio-political improvements, particularly to the benefit of women, were implemented in the context of the Act for the Reform of Statutory Pensions Insurance (1992 Pensions Reform Act) of 18 December 1989. The recognition of child-raising periods as compulsory contribution periods to the statutory pensions insurance scheme was expanded from one year from the month of birth of the child to a period of three years for births from 1992 onwards.

228. Furthermore, the coming into effect of the 1992 Pensions Reform Act involved the introduction of a new period in pensions law as of 1 January 1992 - a credited period for having raised children up to the age of 10 years. Credited periods do not increase pensions, but may have a positive effect in combination with other pension law regulations. They thus result in a higher assessment of the non-contributory periods and are credited to the waiting period of 35 years for a premature old-age pension and for the pension based on a minimum income. In addition, a claim to a pension for reasons of diminished gainful employment is supported by these credited periods.

229. The passing of the Long-Term Care Insurance Act further expanded the social safeguards for the person providing long-term care at home. This represents a considerable improvement in pensions claims, particularly for women. Long-term care insurance pays contributions of between about DM 200 and DM 600 per month to the statutory pensions insurance scheme for persons who are either not in gainful employment, or only work up to 30 hours per week, as a result of their caring activities, if they provide care for at least 14 hours per week and depending on the care class and the extent of the caring activities (status: November 1995). Caring periods thus now establish a claim to a pension and can increase pensions. The benefits of the statutory long-term care insurance system came into effect on 1 April 1995.

K. Equal rights of women and men in the field of health care (article 12) and in the fields of finance and culture (article 13)

230. Since 1990, there have been no further developments with particular effects on women in this sector. As already described in the first report and its supplements, women have the same rights as men in these fields.

L. Equal rights of rural women and men (article 14)

231. For over 20 years, the most important instrument of the Federal Government and the Länder for promotion in the agricultural sector has been the joint task "improvement of the Agrarian Structure and of Coast Preservation". The possibilities of combining incomes in agricultural businesses have been improved by the promotion of investments in agricultural and commercial secondary businesses in direct marketing, leisure and recreation, animal boarding houses

and domestic and agricultural services in the context of the new agrarian investment promotion programme. This better acknowledges the particular contribution made by women to supplementing and safeguarding business income.

232. A reform of the agricultural security system was implemented in Germany by the 1995 Agricultural Social Security Reform Act of 29 July 1994, which also improves the social security of farmers' wives, for example. This revision applies to insurance claims from 1 January 1995 onwards and focuses on the introduction of independent security for farmers' wives within the old-age security system for farmers. This reflects the position of farmers' wives in agricultural family businesses and meets the demand for their own social security in the event of old-age and invalidity. The following individual regulations apply.

233. All spouses of farmers who have not reached the age of 65 when the reform comes into effect are insured like business owners within the old-age security system for farmers. However, farmers' wives who were married on 31 December 1994 and had reached the age of 50 at this time will be unconditionally exempted from compulsory insurance within the old-age security system for farmers upon application. If they are younger on this date, they may be exempted up to 31 December 1995 under certain conditions which ensure that another adequate form of security is provided.

234. After the reform comes into effect, farmers' wives - like any other part-time farmer - will continue to have the possibility of applying for exemption from compulsory insurance if they achieve non-agricultural earned income or earned substitute income amounting to more than one seventh of the reference figure. Furthermore, farmers' wives, in particular, have the possibility of applying for an exemption for child-raising periods or periods of looking after relatives in need of long-term care, i.e., for periods in which they acquire the future right to an old-age pension within the statutory pensions insurance scheme or comparable public security systems even without receiving non-agricultural income.

235. The independent security of farmers' wives also benefits those farmers' wives who, in advanced years, can only build up a small pension entitlement through the payment of independent contributions up to the age of 65. The contributions that the agricultural business-owners have paid during marriage up to the time of the reform coming into effect will now be credited to their wives as contribution periods. However, the pension payment from the retroactively credited contribution years of the agricultural business-owner will be limited to the former supplement for wives, which the farmer was entitled to under the old law through his completed contribution years up to the start of the woman's pension.

236. Those farmers' wives who were already incapacitated when the reform came into effect are also entitled to benefits. Some 65 per cent of the contribution periods falling within the period of marriage which the farmer paid up until 1994 are credited to them. However, the right to an invalidity pension only exists if the required legal insurance prerequisites are fulfilled by the credited contribution periods, i.e., at least five contribution years must be

credited and three of these credited contribution years must have fallen within the last five years before the invalidity occurred.

237. As the old-age security system for farmers also embraces the new Federal Länder as of 1 January 1995, this regulation also applies to farmers' wives there.

238. As for all women, child-raising periods of rural women are recognized by the statutory pensions insurance scheme. With the expansion of child-raising periods as compulsory contribution periods from the previous one year from the month of birth of the child to a period of three years, there is a better possibility of acquiring an independent entitlement to a pension from the statutory pensions insurance scheme - possibly in addition to the right to a pension from the old-age security system for farmers.

M. Equality of treatment in terms of legal capacity and choice of place of residence (article 15)

239. There have been no further legal developments in this field since 1990. As already described in the first report, women have the same rights as men in these fields.

N. Equal rights of women and men in all matters relating to marriage and family relations (article 16)

240. Marriage and the family enjoy the special protection of the State. This is determined in article 6 of the Basic Law. The constitutional task of protection particularly includes the supreme authority of parents to raise their children, public assistance for the mother and the equality of legitimate and illegitimate children.

241. The constitution provides for equal rights of women and men, as defined in article 3 of the Basic Law, and prohibits discrimination on grounds of sex.

242. Extensive reforms of matrimonial and family law are currently being discussed in the Federal Republic of Germany. These include the reform of the child custody laws, with a revision of parentage laws, the laws on parental care, right of access laws, a revision of the appointment of guardians to assist parents with parental care, the laws on inheritance rights of illegitimate children, and maintenance laws. Furthermore, marriage law, the punishability of rape within marriage, and possibly also the allocation of the marital home to one partner, are also to be revised.

243. On 1 April 1994, the Act Revising the Law on Family Names came into effect. According to this, spouses are to decide on a married name. They can choose either the name of the man at birth or the maiden name of the women as their married name. The spouse whose name at birth is not chosen as the married name has the right to precede the married name with his/her name at birth or append it to the married name. Children bear the married name of their parents.

244. If the spouses do not decide on a married name, they continue to bear their own names at birth even after the time of marriage. In this case, they must decide on the child's surname; they can choose either the name of the father or that of the mother for their child. If the parents do not come to a mutual agreement, the guardianship court assigns the right to decide on the name to one parent alone.

245. Following this revision, the principle of equal rights of women and men is now also comprehensively ensured with respect to the law governing names.

ANNEX I

Tables and statistics

Table 1. Population in Germany

A. Age structure (31 December 1993)

Age	Female		Male	
	Total (million)	Percentage of total population	Total (million)	Percentage of total population
0-under 18	7.7	9.5	8.1	10.0
18-under 45	15.9	19.6	16.9	20.8
45-under 65	10.1	12.5	10.1	12.5
65 and older	8.0	9.9	4.3	5.3

Total number of persons: 81,338,093

B. Marital status of the female population

Marital status	Number of women (million)	Percentage of the female population
Single	14.5	34.8
Married	19.5	46.7
Widowed	5.5	13.2
Divorced	2.2	5.3

Total number of females: 41,819,609 = 100 per cent

C. Number of children per family

(Children under 18 years of age)

	Married couples			Single parents		
1988[a]			(Percentage)			(Percentage)
Total	5 960 000	=	100	952 000	=	100
Number which have						
1 child	3 100 000	=	51.4	694 000	=	72.9
2 children	2 200 000	=	36.9	207 000	=	21.8
3 children	560 000	=	9.3	39 000	=	4.1
4 and more children	140 000	=	2.4	11 000	=	1.2
1993[b]						
Total	1 910 000	=	100	1 580 000	=	100
Number which have						
1 child	3 700 000	=	47.0	1 103 000	=	69.9
2 children	3 200 000	=	40.5	377 000	=	23.9
3 children	780 000	=	9.9	75 000	=	4.8
4 and more children	210 000	=	2.6	23 000	=	1.5

[a] Former Federal territory.

[b] Germany.

Table 2. Women in public life

A. Proportion of female members of the Federal and Länder parliaments

(Percentages)

	1946-1952		1980-1985		1988-1990		1990-1995	
German Bundestag	1949	7.1	1983	9.8	1990	20.5	1994	26.3
Baden-Württemberg		4.5		6.3		9.6	1992	11.0
Bavaria		1.8		7.8		13.7	1994	21.1
Berlin		23.8		9.2		27.2	1990	29.9
Bremen		9.5		17.0		27.0	1995	38.0
Hamburg		6.1		14.8		29.1	1993	33.9
Hesse		6.3		12.1		18.7	1995	30.9
North Rhine-Westphalia		5.4		6.5		11.5	1995	29.4
Lower Saxony		7.4		7.0		12.4	1994	24.2
Rhineland-Palatine		5.4		12.0		15.0	1991	21.8
Saarland		2.0		7.8		9.8	1994	33.3
Schleswig-Holstein		9.4		12.1		24.3	1992	34.8
Brandenburg						20.5	1994	35.2
Mecklenburg-Western Pomerania						15.2	1994	28.2
Saxony						15.0	1994	28.3
Saxony-Anhalt						16.0	1994	29.3
Thuringia						13.5	1994	27.3

B. Proportion of women in the Federal Government

Heads of Government	Ministers	Parliamentary State Secretaries	State Secretaries
0	3 out of 16 (18.7 per cent)	5 out of 27 (18.4 per cent)	1 out of 28 (3.6 per cent)

C. Proportion of women in the Federal Länder parliaments

(Status: 28 June 1995)

(Percentages)

Federal Land	Government		
	Ministers/ Senators	State secretaries without cabinet rank/ State councillors	Heads of Government/ Mayors
Baden-Württenberg	18.7	0	0
Bavaria	20	20	0
Berlin	25	14.3	0
Brandenburg	20	9.1	0
Bremen[a]	25	0	0
Hamburg	30	23	0
Hesse	37.5	18.1	0
Lower Saxony	36.3	18.1	0
Mecklenburg-Western Pomerania	25	18.1	0
North Rhine-Westphalia	28.5	0	0
Rhineland-Palatine	22.2	8.5	0
Saarland	33.3	14.3	0
Saxony	9.1	0	0
Saxony-Anhalt	33.3	18.1	0
Schleswig-Holstein	36.3	27.2	1
Thuringia	22.2	0	0

[a] Negotiations on the new government coalition in Bremen are still in progress following the election in June 1995. The current status of the parliamentary mandates is shown.

D. Women in the political parties

	Total number of members		Percentage of women			
	1988	1994/95	1976	1982/83	1988	1994/95
SPD	910 000	836 849	19.9	23.4	25.6	28.14
CDU	715 600	675 106	18.5	21.4	22.5	24.9
CSU	184 000	176 250	11.1	13.5	14.2	15.8
FDP	65 000	63 132	19.1	24.5	24.0	25.34
GREENS	41 000[a]	43 900	-	35.5	37.5[a]	34
PDS		121 000	-			55.5

[a] Approximate.

E. Proportion of women on the Federal Executive Committees of the parties

(Percentages)

	1985	1988/89	1994	
GREENS	30.0	54.4	55.56	
SPD	17.5	35.0	42.2	Party Executive
			17.65	Federal Executive Committee
FDP	10.8	21.2	16.67	Presidium
			16.9	Federal Executive Committee
CDU	15.8	20.0	26.7	Presidium
			19.0	Federal Executive Committee
CSU	6.8	9.7	16.9	Party Executive
PDS			50	Federal Executive Committee

F. Women in trade unions

Members	1976[a]	1980[a]	1988[a]	1994[b]
German Trade Union Federation with 17 member trade unions				
Total number of members	7 400 021	7 882 527	7 797 077	9 768 373
Of which: number of women	1 353 958	1 596 274	1 826 649	3 019 049
Percentage of women	18.3	20.3	23.4	30.9
Women on executive committee	1	1	2 (of 9)	2[c]
German Salaried Employees' Union				
Total number of members	471 840	494 874	496 832	520 709
Of which: number of women	165 029	188 604	219 038	277 917
Percentage of women	35.0	38.1	44.1	53.37
Women on executive committee	1 (of 9)	1 (of 9)	1	2
Federation of German Civil Servants				
Total number of members	803 747	821 012	786 948	1 089 213
Of which: number of women	188 915	201 128	206 753	322 411
Percentage of women	23.5	24.5	26.3	29.6
Percentage of women on executive committee	0	0	0	7.1
Christian Trade Union Federation				
Total number of members		297 234[d]	306 847	306 481
Of which: number of women		75 208[d]	76 216	74 566
Percentage of women		25.3[d]	24.8	24.33
Women on executive committee		2[d]	1	1
Total of all trade unions listed:				
Total number of trade union members			9 387 704	11 684 776
Of which: number of women			2 328 656	3 693 943
Percentage of women			24.8	31.61

[a] Former Federal territory.

[b] Germany.

[c] Federal executive committee.

[d] 1982.

Table 3. Women in gainful employment

A. Number and proportion of gainfully employed women 1988-1994, results of the microcensus

Year	Total	Men	Women	Percentage of women
	(thousands)			
	1. Former Federal territory			
1988	27 366	16 759	10 607	38.8
1989	27 742	16 948	10 794	38.9
1990	29 334	17 585	11 749	40.1
1991	29 684	17 719	11 965	40.3
1992	30 094	17 845	12 249	40.7
1993	29 782	17 621	12 161	40.8
1994	29 397	17 270	12 127	41.3
	2. New Länder and East Berlin			
1991	7 761	4 156	3 605	46.5
1992	6 846	3 778	3 069	44.8
1993	6 599	3 675	2 924	44.3
1994	6 679	3 717	2 961	44.3

B. Women in the individual occupational fields, results of the microcensus

	1987		1989		1991		1993	
	(Thousands)	Percentage	(Thousands)	Percentage	(Thousands)	Percentage	(Thousands)	Percentage
1. Former Federal territory								
Occupations in agriculture, animal care, forestry and horticulture	522	43.1	462	42.7	449	41.5	407	40.4
Manufacturing occupations	1 603	19.4	1 568	19.0	1 720	19.9	553	18.9
Engineering occupations	194	12.1	212	12.8	236	13.0	277	14.3
Occupations in the service sector	7 915	5.8	8 180	51.8	9 173	53.4	9 475	54.4
2. New Länder and East Berlin								
Occupations in agriculture, animal care, forestry and horticulture					133	40.7	86	43.2
Manufacturing occupations					567	23.6	320	16.5
Engineering occupations					175	32.3	114	29.0
Occupations in the service sector					2 613	62.2	2 261	61.0

Source: Classification of Occupations, 1992 edition.

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C. Distribution of gainfully employed women among occupational groups, results of the microcensus, April 1993

Occupational group	Total number of gainfully employed persons (thousands)	Gainfully employed women (thousands)	Distribution among occupational groups (percentage)	Share of women per occupational group (percentage)
1. Former Federal territory				
Office occupations, commercial clerks (not included elsewhere)	4 190	2 863	23.5	68.3
including: skilled office staff, commercial clerks (without details)	1 756	1 180	9.7	67.2
Buying and selling goods	2 288	1 439	11.8	62.9
Other occupations in the health service sector	1 281	1 103	9.1	86.1
including: nurses and midwives	560	473	3.9	84.5
Occupations in the cleaning and waste disposal sectors	686	575	4.7	83.8
Occupations in agriculture, animal care, forestry and horticulture	1 007	407	3.3	40.4
Accountants, computer scientists	696	378	3.1	54.3
Teachers	891	445	3.7	49.9
Social work	651	539	4.4	82.8
Bank, building society and insurance clerks	762	351	2.9	46.1
Occupations in the hotel and restaurant business	441	269	2.2	60.9
Subtotal	12 893	8 369	68.8	64.9
Other occupational groups	16 889	3 792	31.2	22.5
Total	29 782	12 161	100.0	40.8

Occupational group	Total number of gainfully employed persons (thousands)	Gainfully employed women (thousands)	Distribution among occupational groups (percentage)	Share of women per occupational group (percentage)
2. New Länder and East Berlin				
Office occupations, commercial clerks (not included elsewhere) including: skilled office staff, commercial clerks (without details)	718	605	20.7	84.3
	187	141	4.8	75.4
Buying and selling goods	491	330	11.3	67.2
Other occupations in the health service sector including: nurses and midwives	250	230	7.9	92.0
	144	135	4.6	93.8
Occupations in the cleaning and waste disposal sectors	133	106	3.6	79.7
Occupations in agriculture, animal care, forestry and horticulture	199	86	2.9	43.2
Accountants, computer scientists	147	118	4.0	80.3
Teachers	239	157	5.4	65.7
Social work	215	197	6.7	91.6
Bank, building society and insurance clerks	88	56	1.9	63.6
Occupations in the hotel and restaurant business	88	59	2.0	67.0
Subtotal	2 568	1 944	66.5	75.7
Other occupational groups	4 031	980	33.5	24.3
Total	6 599	2 924	100.0	44.3

Source: Classification of Occupations, 1992 edition.

D. Comparison of men's and women's earnings

Year	Men (deutsche mark)	Women (deutsche mark)	Ratio of women's earnings to men's earnings (percentage)
1.	Average gross weekly wages of workers in industry (excluding part-time workers)		
1960	134	80	59.7
1970	293	182	62.1
1978	528	363	68.7
1980	596	408	68.5
1982	642	444	69.2
1984	684	477	69.7
1985	705	494	70.1
1986	729	513	70.4
1987	753	531	70.5
1988	783	551	70.4
1989	811	571	70.4
1990	848	594	70.0
1991	890	630	70.8
1992	933	658	70.5
1993	953	678	71.1
1994	994	707	71.1
2.	Average gross monthly earnings of salaried staff in trade and industry (excluding part-time staff)		
1960	723	419	58.0
1970	1 519	930	61.2
1978	2 986	1 926	64.5
1980	3 421	2 202	64.4
1982	3 777	2 447	64.8
1984	3 996	2 544	63.7
1985	4 158	2 648	63.7
1986	4 322	2 764	64.0

/...

Year	Men (deutsche mark)	Women (deutsche mark)	Ratio of women's earnings to men's earnings (percentage)
1987	4 485	2 875	64.1
1988	4 654	2 989	64.2
1989	4 824	3 108	64.4
1990	5 037	3 265	64.8
1991	5 335	3 483	65.3
1992	5 622	3 689	65.6
1993	5 835	3 880	66.5
1994	5 976	4 012	67.1

E. Development of female unemployment: average annual figures (West)

Annual average	Unemployed women	Proportion of women (percentage)	Female unemployment rate (percentage)	Total unemployment rate (percentage)
1970	55 947	37.6	0.8	0.7
1980	462 483	52.0	5.2	3.8
1985	1 014 959	44.1	10.4	9.3
1990	915 404	48.6	8.4	7.2
1991	791 688	46.9	7.0	6.3
1992	825 531	45.7	7.2	6.6
1993	993 261	43.7	8.4	8.2
1994	1 094 328	42.8	9.2	9.2

F. Development of female unemployment: average annual figures (East)

Annual average	Unemployed women	Proportion of women (percentage)	Female unemployment rate (percentage)	Total unemployment rate (percentage)
1991	529 961	58.1	12.3	10.3
1992	741 145	63.3	19.6	14.8
1993	743 320	63.9	21.0	15.8
1994	740 644	64.8	21.5	16.0

Table 4. Education

A. Proportion of female pupils at schools providing general education

(Percentages)

	1970[a]	1980[a]	1987[a]	1991	1993
Primary schools (years 1-4)	49.0	48.8	49.0	49.0	49.0
Secondary general schools (years 5-9 or 10)	49.1	46.3	45.5	45.0	44.5
Intermediate schools and integrated classes (years 5-10)	52.9	53.6	52.8	50.5[b]	49.7
Grammar schools					
Years 5-10	44.7	50.4	50.8	53.0	54.1
Years 11-13	41.4	49.4	49.8	52.4	53.5
Grammar schools and full-time adult education colleges	23.5	48.5	52.5	53.5	54.4

[a] Former Federal territory.

[b] Including the secondary schools of the former German Democratic Republic.

B. Proportion of new female students enrolling at institutions of higher education[a]

(Percentages)

	Calendar year[b]				
	1970	1980	1985	1991	1993
Universities	29.90	43.40	43.30	44.60	48.30
Colleges of art	41.10	45.60	50.50	50.60	54.00
Fachhochschulen	16.00	32.30	31.20	32.20	35.00
Total	31.50	40.30	39.70	41.10	43.80

[a] Former Federal territory up to and including 1987, whole of Germany from 1991.

[b] Summer semester and following winter semester.

C. Proportion of female students at institutions of higher education[a]

(Percentages)

	Winter semester				
	1972	1980	1987	1991	1993
Universities	32.38	38.24	40.49	41.72	42.88
Colleges of art	40.10	46.30	50.08	51.12	52.02
Fachhochschulen	17.70	29.50	29.22	29.61	30.94
Total	30.20	36.70	38.00	39.17	40.20

[a] Former Federal territory up to and including 1987, whole of Germany from 1991.

D. The 20 occupations requiring formal training most frequently chosen by female trainees, 1992*

(Percentages)

	Female	Total female	Male	Total male
1. Clerk in retail trade	7.5		2.6	
2. Doctor's assistant	7.3		0.1	
3. Hairdresser	6.2		0.3	
4. Office clerk (industry and trade)	6.2		1	
5. Dentist's assistant	5.9	1-5: 33.1	0.01	
6. Industrial clerk	5.8		2.6	
7. Bank clerk	5.2		3	
8. Clerk in wholesale and foreign trade	3.1		3	
9. Saleswoman in foodstuffs trade	3.1		0.1	
10. Assistant in tax and financial consulting occupations	3	1-10: 53.3	0.7	
11. Hotel clerk	2.9		0.4	
12. Saleswoman	2.6		0.4	
13. Lawyer's clerk	2		0.01	
14. Office executive (skilled trade)	1.9		0.4	
15. Lawyer's/notary's clerk	1.7		0.02	
16. Clerk in public administration	1.6		0.4	
17. Office communications clerk	1.6		0.1	
18. Dispensing chemist's assistant	1.4		0.01	
19. Clerk in social insurance administration	1.3		0.6	
20. Cook	1.3	1-20: 71.6	1.6	1-20: 17.3

* Note: Only 17.3 per cent of all male trainees (71.6 per cent of all female trainees) are trained in the 20 occupations.

E. The 20 occupations requiring formal training most frequently chosen by male trainees, 1992*

(Percentages)

Occupation requiring formal training	Male	Total	Female
1. Motor vehicle mechanic	8.5		0.2
2. Electrical fitter	5		0.1
3. Machine fitter (plant engineering)	3.6		0.1
4. Carpenter	3.4		0.5
5. Machine fitter (machinery and systems engineering)	3.1	1-5: 23.6	0.1
6. Clerk in wholesale and foreign trade	3		3.1
7. Bank clerk	3		5.2
8. Gas and water fitter	2.9		0.01
9. Painter and varnisher	2.7		0.4
10. Industrial clerk	2.6	1-10: 37.9	5.8
11. Bricklayer	2.6		0.01
12. Clerk in retail trade	2.6		7.5
13. Central heating and ventilation fitter	2.1		0.01
14. Electronics technician, power systems (operations control systems)	2.1		0.1
15. Metalworker	2		0.01
16. Electronics technician, power systems (plant engineering)	1.8		0.1
17. Cook	1.6		1.3
18. Toolmaker	1.4		0.1
19. Electronics technician (communications)	1.4		0.1
20. Metal-cutting operator	1.4	1-20: 57	0.1

* Note: 57 per cent of all male trainees (and a mere 24 per cent of all female trainees) are trained in the 20 occupations.

F. Trainees according to LAnder, 1993

	Trainees		
	Male	Female	Total
Baden-Württemberg	115 900	83 800	199 700
Bavaria	153 500	106 100	259 600
Berlin	32 200	22 800	55 000
Brandenburg	29 300	18 100	47 400
Bremen	9 900	7 500	17 400
Hamburg	19 900	14 700	34 600
Hesse	66 600	45 300	111 900
Lower Saxony	25 900	15 100	41 000
Mecklenburg-Western Pomerania	95 400	72 300	167 700
North Rhine-Westphalia	207 500	137 100	344 600
Rhineland Palatinate	44 500	29 100	73 600
Saarland	12 800	8 600	21 400
Saxony	57 300	33 600	90 900
Saxony-Anhalt	35 000	21 100	56 100
Schleswig-Holstein	32 000	24 200	56 200
Thuringia	32 900	19 300	52 200

Source: Federal Statistical Office, Special Series 11, Education and Culture, Series 3, Vocational Education 1993, figures as at 31 December.

G. The 10 occupations most frequently chosen by male and female trainees in 1993

Occupation requiring formal training	Training sector*	Male trainees	Proportion of all male trainees
		Number	Percentage
Motor vehicle mechanic	CT	81 593	8.4
Electrical fitter	CT	51 570	5.3
Carpenter	CT	34 726	3.6
Machine fitter (plant engineering)	CC	33 462	3.4
Gas and water fitter	CT	32 366	3.3
Bricklayer	CT	30 768	3.2
Painter and varnisher	CT	29 346	3.0
Clerk in wholesale and foreign trade	CC	29 297	3.0
Bank clerk	CC	28 652	3.0
Machine fitter (machinery and systems engineering	CC	27 247	2.8
Total		379 207	39.1

Occupation requiring formal training	Training sector	Female trainees	Proportion of all female trainees
		Number	Percentage
Doctor's assistant	LP	51 719	7.9
Clerk in retail trade	CC	47 540	7.2
Dentist's assistant	LP	41 467	6.3
Hairdresser	CT	40 216	6.1
Office clerk	CC	38 137	5.8
Bank clerk	CC	35 001	5.3
Industrial clerk	CC	34 122	5.2
Assistant in tax and financial consulting occupations	LP	21 268	3.2
Qualified hotel clerk	CC	20 433	3.1
Saleswoman in foodstuffs trade	CT	19 933	3.0
Total		349 836	53.1

Source: Federal Statistical Office, Special Series 11, Education and Culture, Series 3, Vocational Education 1993, figures as at 31 December. Calculations by the Federal Institute for Vocational Education.

* CT = Chamber of Trade
CC = Chamber of Industry and Commerce
LP = Liberal Professions

H. Previous schooling of trainees with a newly concluded training contract in 1993

Type of school*	Trainees	
	Absolute figure	Percentage
Secondary general school, with no leaving qualification	19 713	3.5
Secondary general school, with leaving qualification	195 611	34.2
Intermediate school, or equivalent leaving qualification	204 558	35.8
University entrance qualification	78 552	13.7
Basic vocational education year at school	20 906	3.7
Full-time vocational school	45 087	7.9
Vocational preparation year	6 779	1.2
Total	571 206	100.0

Source: Federal Statistical Office, Special Series 11; Education and Culture, Series 3; Vocational Education 1993, figures as at 31 December. Calculations by the Federal Institute for Vocational Education.

* Two thirds of the category 'Others, no details' were assigned to secondary general schools with leaving qualification and one-third to full-time vocational schools. Polytechnic secondary school leavers were included with intermediate school pupils, while special school pupils are included with secondary general school pupils with no leaving qualification.

I. Vocational school pupils according to age and sex, from 1970 to 1993

(Percentages)

Year	Average age		
	Male	Female	Total
1970	16.8	16.4	16.6
1975	17.1	16.8	16.9
1980	17.6	17.5	17.6
1985	18.2	18.2	18.2
1990	19.0	19.0	19.0
1991	19.0	19.0	19.0
1992*	19.0	19.0	19.0
1993	19.0	19.0	19.0

Source: Special Series 11, Series 2; Vocational schools from 1970 onwards, Federal Statistical Office, Wiesbaden.

* The new Länder are included from 1992 onwards. The age data for the Länder Brandenburg and Saxony-Anhalt are not available for 1992.

ANNEX II

Overview of measures for the realization of equal rights since 1990

A. Laws

July 1990 — Extension of child-raising benefit and child-raising leave from 15 to 18 months

July 1990 — Revision of the law concerning foreign nationals, creating fundamental legal rights to the subsequent immigration of family members and to a separate right of abode for the wife after a minimum period of conjugal life in Germany

3 October 1990 — Regulations on the occasion of the accession of the German Democratic Republic to the Federal Republic of Germany

Statutory regulations for families and women, which took different forms in the two German States for more than 40 years, are uniformly resolved in the Unification Treaty. The Treaty between the Federal Republic of Germany and the German Democratic Republic on the Unification of Germany stipulates how the unified German legal situation is to be regarded as of 3 October 1990 and which principles are to be used in resolving remaining differences in regulations. Article 31, paragraph 1, enjoins the legislators for the whole of Germany to continue developing legislation on equal rights for men and women.

A brief overview of the most important women and family-specific contents of the Unification Treaty:

> Since 3 October 1990, uniform laws are to apply in all areas as far as possible. Different standards are to remain in effect for a transitional period wherever this is not immediately possible. The Unification Treaty thus stipulates that the Federal laws of the Federal Republic of Germany are also to apply in the former German Democratic Republic for virtually all provisions relating to women and the family as of 1 January 1991. Some provisions remain in effect beyond this date.

In detail, this means:

> The provisions of the Federal Child-Raising Benefit Act are also valid in the new Federal Länder as of 1 January 1991 and apply to children who were born after 31 December 1990. The previous regulations of the former German Democratic Republic on the special protection of the working woman in the interests of maternity, the

maternity allowance, the release from work following delivery and the maternity benefit apply to children born before this date. All mothers and fathers entitled to claim receive child-raising benefit during the first 18 months of their child's life if they look after the newborn baby themselves. The monthly child-raising benefit of DM 600 is exempt from taxes and execution. This amount is paid regardless of income for the first six months, but is dependent on the income of the parents after that. The annual gross income limit is about DM 46,000 for married couples with one child and approximately DM 33,000 for single parents.

The Federal Child Benefit Act comes into effect on 1 January 1991 in the territory of the former German Democratic Republic. Child benefit is also tax-exempt, the monthly amounts being

	Deutsche Marks
For the first child	50 (70 since 1992)
For the second child	130
For the third child	220
For each further child	240

From the second child onwards, the child benefit is reduced if an annual income of DM 45,400 for married couples or DM 37,880 for single parents is exceeded. However, the parents still receive a minimum of DM 70 for the second child and DM 140 for each further child. This income-dependent reduction only comes into effect in the new Federal Lander in 1992.

Parents who cannot or cannot fully make use of the child allowance in relation to wage and income tax receive the so-called child benefit supplement.

The validity of the Federal German Act on Advance Maintenance Payments and the Ordinance on the Safeguarding of Subsistence of the former German Democratic Republic will remain in their respective areas of application until revised by the legislator.

All tax concessions for families and children - child tax allowance, training and further education tax allowance, household tax allowance, global care allowance, tax-deduction for the construction of a single-family house domestic help - are also valid for all citizens of the former German Democratic Republic as of 1 January 1991.

As of 1 January 1991, the Act on the Protection of Gainfully Employed Mothers (Maternity Protection Act) is also applicable in the territory of the former German Democratic Republic. However, this only applies to births after 31 December 1990. The Act on the Protection of Mothers and Children of the former GDR remained valid for a limited period after 1 January 1991 for children born prior to 1 January 1991.

The Ordinance of the former German Democratic Republic on the Increase in State Maternity Benefit and the Extension of Maternity Leave is still applicable to children born prior to 1 January 1991; this provision then remains in effect, subject to this condition, until 31 December 1993.

The protection existing in the former German Democratic Republic against unfair dismissal for single parents, whose children were born prior to 1 January 1992, remains valid.

The German Democratic Republic day off for housework also remains valid until 31 December 1991.

The regulation on release from work to care for sick children, as valid in the former German Democratic Republic, expires on 30 June 1991. The law of the Federal Republic of Germany is valid as of 1 July 1991.

The legislators for the whole of Germany are enjoined to pass a regulation by 31 December 1992 at the latest, to guarantee better protection of prenatal life and the constitutional resolution of conflict situations of pregnant women, primarily via the introduction of legal rights for women, in particular to counselling and social welfare services, than is currently the case in both parts of Germany.

October 1990 — Revision of the Directive on the Vocational Advancement of Women in the Federal Administration

January 1992 — Extension of child-raising leave until the child reaches the age of three. Parents are enabled to alternate up to three times in taking time off. Child-raising benefit for children born after 1 January 1992 is extended to two years.

January 1992 — The Pensions Reform Act of 1992 extends the recognition of child-raising periods in the statutory pensions insurance scheme from one year to three years for children born from 1992 onwards. Furthermore, credited periods due to raising children up to the age of 10 and due to providing long-term care at home and without remuneration from 1992 onwards are introduced.

June 1992 Act on Assistance for Pregnant Women and Families

The Act on Assistance for Pregnant Women and Families is passed. However, the section on the punishability of pregnancy terminations does not come into effect, owing to the ruling of the Federal Constitutional Court on 4 August 1992. The resolved assistance for women does enter into effect. Particular features include:

Sex education, contraception, family planning and counselling services

Availability of free contraceptives for women under 21 years of age insofar as they are members of a statutory health insurance company

Legal right to a kindergarten place (as of 1 January 1996) for children from the age of three until their enrolment in school

Need-based expansion of supervisory services for children under three years of age and children of school age, as well as the provision of all-day places as required

Women returning to work who participate part-time in continuing vocational education schemes owing to caring for children in need of supervision are granted a maintenance allowance and DM 120 towards the costs of supervising the children.

Trainees who have taken child-raising leave may not be disadvantaged.

The additional requirement supplement for individual help with maintenance is increased to 40 per cent of the standard regular maintenance-payment rate for parents caring for one child under seven years of age or for two or three children and to 60 per cent for parents looking after four or more children.

Pregnant women are given particular consideration in the allocation of accommodation, as defined in the second Publicly Assisted Housing Act and the Housing Allocation Act, as well as the Housing Occupancy Eligibility Act.

Expansion of release from work owing to caring for a sick child from 5 to 10 days per parent (single parents: 20 days) per child and year, with loss of earnings being compensated for by the statutory health insurance companies; increase in the age of the child to be cared for to under 12 years; limitation of release from work to a maximum of 25 days annually (single parents: 50 days).

	Under the Act on Advance Maintenance Payments, single parents can receive advance maintenance payments from the youth welfare offices for a maximum of 72 months for children under 12 years of age, as defined in the ordinance on regular maintenance payments.
July 1992	The penal regulations on trafficking in human beings are revised. The aim of the re-enactment is the improvement of the protection under penal law of foreign girls and women, in particular, against sexual exploitation in Germany.
July 1992	First Act Amending the Maternity Protection Act (improved protection against unfair dismissal)
January 1993	In the context of the tenth re-enactment of the Employment Promotion Act, the addition "Women are to be promoted in relation to their share of the unemployed" is included.
May 1993	The ruling of the Federal Constitutional Court issues orders for the protection of unborn life in penal law; these have legal force until such time as a revision is made by the legislator.
July 1993	The punishability of sexual abuse of children is extended to offences by Germans against foreign children abroad (German sex tourists).
July 1993	As part of the amendment of the penal code on child pornography, inter alia, the range of penalties for the dissemination of child pornography is increased and, in particular, the previously non-punishable possession of pornographic portrayals involving children is made subject to penalty.
May 1994	A uniform penal regulation is created which protects male and female youths under 16 years of age against sexual abuse, regardless of the sex of the perpetrator or that of the victim.
June 1994	In cases of sexual offences against children and youths, the start of the period of limitation is postponed until the victim is 18 years of age.
29 July 1994	The 1995 Agricultural Social Security Reform Act, which came into effect on 1 January 1995, improves the social security of farmers' wives by introducing, inter alia, independent security for farmers' wives within the old-age security system for farmers.
1 September 1994	The Second Equal Rights Act enters into force. It contains:
	(a) The Act on the Advancement of Women in the Federal Administration,

(b) An improvement of the European Community Labour Law Amendment Act,

(c) The Act on Protection against Sexual Harassment at the Workplace and

(d) The Federal Bodies law.

27 October 1994 — The equal rights precept in article 3, paragraph 2, of the Basic Law is expanded: 'The State shall promote the implementation of de facto equal rights for woman and man and shall work towards the removal of existing disadvantages.'

1994 — Realization of equal rights in the law on married and family names

1994 — Bans and restrictions on the employment of women - inter alia, the ban on night shifts for women, which was declared unconstitutional by the Federal Constitutional Court - are abolished by the Working Hours Act.

1994 — The Act on the Continued Payment of Wages on Public Holidays and for Workers on Sick Leave (Act on the Continued Payment of Wages) includes workers employed in the short term or for small-scale jobs in the scope of application of continued payment of wages or salaries in cases of sickness. The former exclusion from continued payment of wages or salaries had primarily affected women.

1 January 1995 — The reform of the agricultural social security system (Agricultural Social Security Reform Act of 29 July 1994) comes into effect, introducing, inter alia, independent social security for farmers' wives.

April 1995 — The Long-term Care Insurance Act comes into effect. Compulsory contributions to the statutory pensions insurance scheme are paid for persons who are not in gainful employment, or only in limited gainful employment, as a result of their caring activities, if they provide care for at least 14 hours per week.

July 1995 — The Act Amending the Act on Assistance for Pregnant Women and Families realizes the aims of the Federal Constitutional Court on the legal regulation of pregnancy terminations.

The main point at issue is the compulsory counselling of pregnant women in distress and conflict situations. This counselling is conceived to protect life and is thus given with this aim in mind, but the result is completely open. The responsibility and the informed, considered decision of the woman in the early stages of her pregnancy following

professional counselling is an essential component of the protection concept.

The embryopathic indication is abolished.

Lawful pregnancy terminations (medical or criminological indications) are paid for by the health insurance companies. In cases of social neediness of the woman, the Federal Länder bear the costs for terminations, pursuant to the counselling regulation. Physician's fees for pregnancy terminations are limited.

The right of mothers of illegitimate children to claim supervisory maintenance from the father of the child is extended and increased from one to three years.

Pregnant minors and young families also have the right to a housing eligibility certificate.

1 January 1996 — The revision of the Equalization of Family Benefits and Services comes into effect.

Child benefit is increased to DM 200 monthly for each first and second child, to DM 300 monthly for the third child and to DM 350 monthly for each further child. The age limit is raised from 16 to 18 years.

As of 1 January 1997, child benefit is raised to DM 220 monthly for each first and second child.

The child allowance (deduction from the sum of taxable earnings) is raised to DM 6,624 per year and child as of 1 January 1996 and to DM 6,912 as of 1 January 1997.

In future, family benefits and services will be dynamically developed further: with each new improvement in child benefit, the child allowance will be raised correspondingly. Conversely, this also applies to child benefit, if the child allowance is increased parallel to the subsistence minimum of children.

The child benefit supplement is abolished as a separate benefit and is incorporated in the considerably increased child benefit. The income-dependent reduction of child benefit is also abolished.

The Home Ownership Assistance for young families is improved. Income-dependent tax relief is thus replaced by an allowance for an own home, which is granted for a period of eight years within certain income limits, regardless of the amount of tax debt. Furthermore, the additional allowance for children is

raised by 50 per cent to DM 1,500 annually per child for the same period.

Owing to the 20 per cent increase in the sum normally required for the maintenance of a child, the benefits pursuant to the Act on Advanced Maintenance Payments are raised to DM 249 in the old Federal Länder and DM 214 in the new Federal Länder for children up to five years of age, and to DM 324 in the old Federal Länder and DM 280 in the new Federal Länder for children of 6 to 11 years of age.

B. Other measures and events of significance for women's issues

1989-1994	Pilot project for the promotion of counselling services and counselling facilities for women returning to work in cooperation with the old Federal Länder
April 1990	First nationwide Equal Rights Conference
September 1990	First report by the Federal Government on the realization of the "Directive on the Vocational Advancement of Women in the Federal Administration" (1968-1988)
3 October 1990	Accession of the German Democratic Republic to the Federal Republic of Germany
Autumn 1990	The Federal Ministry for Women publishes results from a practical research project on the subject "Women's offensive - young women in commercial and technical occupations".
October 1990-December 1992	The "Welfare fund for pregnant women in need" is established on the basis of the Unification Treaty and funded with a total of DM 130 million during this period, in order to provide pregnant women and their families in the new Federal Länder with just as much financial help as is provided in the old Federal Länder through the Federal foundation "Mother and child - protection of unborn life".
	Establishment and promotion of a network of pregnancy counselling centres to meet the need in the new Federal Länder on the basis of the Unification Treaty
1990-1996	Promotion of the special programme "Measures to facilitate women's return to work after a period at home with the family". Expansion of the programme to include the new Federal Länder since January 1994.
1990-1995	Promotion of the special project "Establishment of women's association structures in the new Federal Länder"

1990	Publication of the study entitled 'Trafficking in women and prostitution tourism. Taking stock'
1990	Publication of the study entitled 'Ways out of abusive relationships'
1990	Native-language brochures on trafficking in women are made available in the German embassies in Thailand and the Philippines.
1990	Commissioners for women's affairs are introduced in the headquarters of the Federal Institute for Employment and in the Länder Employment Offices.
January 1991	The Federal Armed Forces open up all ranks in the medical service and the military music service to women.
January 1991	The Federal Ministry for Women and Youth becomes a separate division.
1991	The Federal Ministry for Women sets aside DM 1.2 million in the context of a special programme for the initial financing of women's shelters in the new Federal Länder. Forty-seven newly established women's shelters are financially supported with these funds. Continuing education events for staff at women's shelters in the new Federal Länder are also financed.
May 1991	First report by the Federal Government on the Appointment of Women to Committees, Offices and Functions whose appointment falls within the Federal Government's sphere of influence
August 1991	The Federal Government submits a report by the 'Legal Parlance' working group on masculine and feminine descriptions of persons in legal parlance to the German Bundestag.
September 1991	Publication of a study by the Federal Ministry for Women on the subject 'Pro-women working hours - The promotional environment in association policy'
November 1991	Second nationwide Equal Rights Conference on the subject 'Reconciliation of family and career'
November 1991	Publication of a study by the Federal Ministry for Women on the subject 'Company measures for reconciling family and career, as well as for the promotion of a return to work after periods of exclusively family-related activities'
1991-1996	Promotion of counselling centres for women in the new Federal Länder (information and counselling services on the changes in living and working conditions)

1991	Publication of the results of a representative study on sexual harassment at the workplace
1991	Publication of the results of the observation of a trial for trafficking in women: "A woman's dignity is inviolable"
February 1992	Publication of the results of the first representative population survey on equal rights in Germany: "Equal rights of women and men - reality and attitudes of the population"
June 1992	Constitution of an inter-ministerial working group: "Gainful employment of women in the new Federal Länder"
4 August 1992	The Federal Constitutional Court rules that the penal section of the Act on Assistance for Pregnant Women and Families of 27 July 1992 will initially not come into effect.
July 1992	Convening of a National Preparatory Committee to prepare for the 1995 Fourth World Conference on Women
November 1992	Report by the Federal Government on the resolution of the European Parliament of 11 June 1988 on violence against women
November 1992	"Women in the Federal Republic of Germany" published; documentation of women's circumstances in the old and new Federal Länder
December 1992	Reply of the Federal Government to the major interpellation of SPD: "Situation of women's and girl's shelters and the need for legislative action"
December 1992	Third nationwide Equal Rights Conference on the subject of flexible working hours - qualified part-time work for women and men
1992	Constitution of an inter-ministerial working group of commissioners for women's affairs in the supreme Federal authorities
1992	Publication of a study on the environment and scope of trafficking in human beings involving foreign girls and women
1 January 1993	Introduction of the Federal foundation "Mother and child - protection of unborn life" into the new Federal Länder
January 1993	Resolution of the German Bundestag on the improved consideration of masculine and feminine descriptions of persons in legal parlance
January 1993	Reply of the Federal Government to the major interpellation of the PDS/Left-Wing regarding women's circumstances in the new Federal Länder

February 1993	Report by the inter-ministerial working group on the gainful employment of women in the Federal Länder
28 May 1993	A ruling of the Federal Constitutional Court declares the penal provisions of the Act on Assistance for Pregnant Women and Families of 27 July 1992 relating to the unpunishability of pregnancy terminations and the counselling of pregnant women in distress and conflict situations, as well as the abolition of Federal statistics, to be null and void and unconstitutional. At the same time, the Federal Constitutional Court issues detailed directives for the protection of unborn life which have legal force until the German Bundestag passes new statutory regulations.
June 1993	Concerted action on gainful employment of women in the new Federal Länder between representatives of the Federal Government, labour administration, economic organizations and associations
July 1993	Conference in Magdeburg on perspectives after the change in political climate: women on the job market in the new Federal Länder
July 1993	Transformation of the Scientific Advisory Council for Women's Issues into the Advisory Council for the Enforcement of Equal Rights for Women and Men
July 1993	Start of the pilot project on help for single mothers in problematic circumstances
August 1993	Second report by the Federal Government on the equal opportunities boards of the Federal Government, Länder and municipalities
1993	Publication of the results of the surveys on young female non-voters and political interest and development of the range of personal interests between the ages of 20 and 30
October 1993	Award ceremony of the first Federal competition on the pro-family company
November 1993	Start of a two-year campaign by the Federal Ministry for Women regarding violence against women, which includes regional campaigns by women's groups and the particular addressing of the target group 'men'
November 1993	Fourth nationwide Equal Rights Conference on the subject of young women participating in society: opportunities and obstacles

November 1993	Second report by the Federal Government on the realization of the Directive on the Vocational Advancement of Women in the Federal Administration (1989-1991)
December 1993	Second human rights report by the Federal Government, which also contains a special section on violations of human rights concerning women
December 1993	Special congress of the Federal Ministry for Women on violence against women - a subject for men
1993	Publication of the report on the scientific evaluation of a pilot counselling centre for girls who are victims of sexual abuse, as well as their mothers
1993	Publication of a media package for teachers for dealing with the subject of violence against women in schools
1993	Publication of the brochures 'By women - for women' and 'By men - for men' on male violence against women
1993	Publication of a brochure on sexual harassment at work
1993-1996	Promotion of the pilot project on practical qualification of women for executive positions in the new Federal Länder
1993-1996	Promotion of the pilot project on new ways of creating jobs: the creation of subsidy-independent jobs through integral coordination of socio-economic work and regional economic development
1993	Implementation of the campaign on the subject of equal rights for women and men in society, including radio and television productions, and a representative survey entitled 'The caring, sharing man'. Particular target groups of the campaign are men and children/youths.
February 1994	Start of the part-time work campaign of the Federal Government
1994	International Year of the Family with a host of events
1994	Publication of the results of the second representative population survey on equal rights in Germany (time series study)
Autumn 1994	Publication of the report by the Federal Government on the 1995 Fourth World Conference on Women. Publication of the reports by the 12 working groups of the German National Preparatory Committee for the Conference
1994	Publication of an address book of women's shelters

1995	In the 1995 budget year, DM 200 million are earmarked for the financial assistance of pregnant women in need in the context of the Federal foundation "Mother and child - protection of unborn life".
February 1995	The Federal Government submits information to the United Nations special rapporteur on the subject of violence against women.
May 1995	Start of the pilot project on advice on mobile time - qualified part-time work for women and men
1995	Publication of a course concept for police officers dealing with male violence against women, to be incorporated in the continuing education of police officers
July 1995	Publication of the results of a representative survey on sexual violence against women in the public and private sectors
July 1995	Start of the pilot project on help for single homeless women
July 1995	Publication of a study on sexual interference in therapy
August 1995	Publication of United Nations material on the violation of women's human rights, including the first report of the United Nations special rapporteur on violence against women
October 1995	Start of the Berlin intervention project against domestic violence, which is intended to improve the protection of women who fall victim to a violent partner and in whose context the offenders are to answer to the police and the courts
October 1995	Ruling of the European Court of Justice on the inadmissibility of automatic quota regulations in the civil service

C. Measures of the Länder equal opportunities boards

1. Key fields of work

School, education and training

Working life, vocational advancement of women

Reconcilability of family and career

Reintegration into gainful employment

Violence against women and girls

Foreign women

Women in science and research, women's research

Social security of women, women in special circumstances

Housing construction, urban, traffic and regional planning

Other measures, including work with girls, legal parlance, women and the media

2. Measures and programmes

(a) School, education and training

Analyses of school books

Continuing education for teachers, including women-specific issues

Studies on sex education

Development of curricula for sex education on the specific subject of equal rights and violence (Bremen)

Projects for the realization of equal rights of female pupils and female teachers at school, as well as for the promotion of girls and women at schools

Promotion of school research projects (Brandenburg)

Annotated bibliographies on subjects concerning equal opportunities in the school sector (Hesse)

Continuing education for female day-care workers in the elementary education sector on the difference between the sexes (Baden-Württemberg)

Establishment of equal rights-related contents and focuses in the general curricula for all years and types of schools

Compilation of tips for teachers on help concerning the subject of equal rights

School trials/pilot trials for methods of teaching the natural sciences to girls and boys

Projects/research/pilot trials on career guidance for girls (and boys)

Information events/brochures/mobile exhibitions on the career choice behaviour of girls and the motivation of girls to expand their career range

Computer and informatics courses for women and girls

Cooperation with adult education centres and organizers of political adult education, including continuing education measures for women only

Promotion of family education institutions

Promotion of non-institutional women's education projects

Inter-ministerial working group on vocational training for girls (Saxony-Anhalt)

Career-related work for girls in rural areas project (Schleswig-Holstein)

Retraining measures, continuing education courses for women in the skilled trades

Development of a modular system for part-time training as a geriatric nurse (Schleswig-Holstein)

Studies on the gender-specific segmentation of the training place market (Brandenburg)

Contraception campaign (Saarland)

Brochure: Act for the Protection of Minors at Work (Saarland)

(b) Working life, vocational advancement of women

Introduction of plans for the vocational advancement of women and recommendations on the structure, content and realization of such plans in the Länder administrations and in public enterprises

Action programmes on women and careers: compulsory regulations on the vocational advancement of women in all existing job market, economic and structural programmes of the respective Länder, as well as various individual measures on the vocational advancement of women

Länder initiatives on equal employment opportunities: joint initiatives of Länder governments, the economy and trade unions

Regional centres for women and career/job market with the aim of improving the training and employment situation of women, stimulating the vocational advancement of women and supporting the reintegration of women in employment

Pro-women business/company competitions

Regulations on the tasks, position and status of commissioners for equal opportunities in the Länder administrations and inter-ministerial working groups

Development and expansion of continuing education programmes for women

Qualification projects for women receiving social welfare benefits and unskilled female workers

Advising of companies on the promotion of unskilled and semi-skilled female workers (Hesse)

Initiatives for acts concerning the vocational advancement of women and the reconciliation of family and career: acts on the vocational advancement of women, equal rights and equal opportunities acts, anti-discrimination acts

Brochures, assistance programmes (including loan programmes) for women setting up in business

Promotion of part-time work, making working hours more flexible

Administrative reforms

Poster series "Women's work" (Baden-Württemberg")

Performance-related quota regulations for the appointment, promotion and assignment of high-level activities, as well as for the allocation of training places in the civil service (Schleswig-Holstein)

Reports on the situation of women in the Länder civil services

Ban on small-scale employment in public service (Schleswig-Holstein)

Studies on the training and job market situation of women

Opening up of new possibilities for supplementary earnings for farmers' wives and possibilities for the gainful employment of rural women

Pilot project for working women on practice-oriented qualification of women in executive positions (several Länder in cooperation with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)

Initiatives for the increased combination of state-awarded contracts and grants with company measures for the vocational advancement of women

Study on promotion of women in the private economy (Saxony)

Information campaign for women in small-scale employment (Rhineland-Palatinate); cross-border cooperation regarding women and the job market

Pilot project work mix for secretaries in the civil service (Rhineland-Palatinate)

Realization of the concept of vocational advancement of women as an integral component of human resources development and human resources planning

Realization of criteria for the structuring of job advertisement texts, with the aim of improving the promotion of opportunities for women (Hamburg)

Development of mobility concepts in the civil service from the point of view of increasing opportunities (Hamburg)

(c) Reconcilability of family and career

Efforts to create qualified part-time jobs

Continuing education projects

Improvement of all-day care of children, for children of all ages

Pilot trial for the sharing of executive functions in the nursing sector (Hamburg)

Promotion of child-care centres near companies and company kindergartens

Projects for the expansion of day-care/day-care mothers

Part-time work campaigns in the civil service

Cross-border cooperation regarding the reconciliation of family and career

Studies/congresses/brochures concerning the role behaviour of women and men in the family

Study of mothers: "How they live, what they want - The circumstances of mothers in the Saarland" (Saarland)

Pilot project for a primary school with a care centre for pupils (North Rhine-Westphalia)

Pilot project to improve the reconciliation of family and career, flexible child care and short-time return to work during child-raising leave (Bavaria)

Afternoon supervision at schools (Bavaria)

(d) Reintegration into gainful employment

Counselling services/counselling centres for the reintegration of women into working life (counselling, qualification, employment)

Regional centres/walk-in centres/counselling centres for the reintegration of women into gainful employment

Inter-company network models and coordination centres for the qualification of women taking child-raising leave and women returning to work

Orientation and continuing education courses for reintegration into working life

Pilot project for unemployment women on practice-oriented qualification of women for the junior and middle management levels with responsibility for personnel (Saxony-Anhalt/Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)

Directive on the award of a once-only grant for the creation of additional jobs (Saxony)

Pilot project on qualification of women with families as day-care workers on the basis of family-related work qualifications (Rhineland-Palatinate)

Pilot project on training as a qualified family carer (Hamburg)/Pilot projects for the low-level entry into employment of single mothers receiving social welfare benefits (Hamburg)

Study on the qualification of women returning to work during child-raising leave and compilation of a guide for women taking child-raising leave, as well as a handbook for human resources professionals (North Rhine-Westphalia)

Research project on taking advantage of family-related competences/possibilities of using them in working life (Bavaria)

(e) Violence against women and girls

Staff regulations on the prohibition of sexual harassment at the workplace, as well as studies, campaigns, etc., on this subject

Public campaigns/conferences/publications on the subject of violence against women, some of which integrate men

Establishment of emergency numbers, distress groups for women and girls

Women's shelters

Girls' shelters, refuges, walk-in and counselling centres, emergency accommodation for girls

Improvement of regional supply of accommodation and occupational reintegration measures for women from women's shelters (Hesse)

Coordination of counselling and therapy services for violent men (Hesse)

Counselling centres for rape victims and women and girls affected by violence

Partial funding of the walk-in centre for rape victims in Freiburg (Baden-Württemberg)

Professional conferences, studies, publications on the subject of sexual abuse

Working groups, commissions, inter-ministerial working groups at the Länder level dealing with the subject of violence against women

Research project on violence in the social sphere (Bavaria)

Studies/recommendations on mobility and safety in the public sphere

Continuing education and information events on the subjects of violence against women and children and sexual abuse, partly for training police officers

Circular order of the Länder government, in order to ensure sensitive treatment of victims of sexual violence by police officers (North Rhine-Westphalia)

Establishment of special police units for the prosecution of criminal offences against sexual self-determination, rape and sexual coercion

(f) Foreign women

Counselling centres for foreign women

Qualification projects for female immigrants and female refugees (Hamburg)

Change in regular training to promote the increased participation of non-German women in vocational education (Hamburg)

Information brochures on the Aliens Act in various languages, specifically for women

Combating of trafficking in women and forced prostitution (counselling centres, working groups, public work)

Women's information centres, walk-in and counselling centres for women from the Third World and Eastern Europe who are in distress due to mail-order marriages, forced prostitution, etc.

Studies on the circumstances of foreign women

(g) Women in science and research, women's research

Promotion of women in institutions of higher education and research

Incorporation of women's issues in the courses of study and examination regulations of institutions of higher education (Hesse)

Studies, conferences, etc., dealing with the promotion of women and women's research

Discussion groups, networks for women's research

Sponsorship award for women's research at universities (Rhineland-Palatinate)

Support and organization of events for women's research projects

Development of a concept concerned with plans for the promotion of female scientists at institutions of higher education (Hamburg)

Commissioners for women's affairs at institutions of higher education

Guest professorship for international women's research (North Rhine-Westphalia)

Reintegration grants for female scientists (North Rhine-Westphalia)

Promotion of highly qualified female scientists

(h) Social security of women/women in special circumstances

Activities concerning the old-age security of women

Activities concerning small-scale employment/compulsory social insurance

Pilot projects, counselling centres for the support of single mothers

Research projects, conferences on the subject of single parents

Holiday clubs for single parents (Brandenburg)

Help for mentally ill women

Initiatives for acts concerning the elimination of discrimination against women due to breaks in their employment biography as a result of looking after, raising or caring for children

Transitional regulations on the financial support of financially needy women in undertaking a constitutionally permissible pregnancy termination

Projects (mobile counselling centres, networks, public work) for disabled women

(i) Housing construction, urban, traffic and regional planning

Activities for rural women, e.g., new career options for farmers' wives, child care, mobility, women-related aspects of regional planning

Traffic concept for women (North Rhine-Westphalia)

Conference on ecological urban redevelopment from a female point of view (Schleswig-Holstein)

Brochures and seminars on zoning from a female point of view (Schleswig-Holstein)

Publication and promotion of women's maps, handbooks, etc., for women

Supervision and support of women-oriented accommodation projects and women-oriented planning of housing and housing environments (Hamburg)

Projects for women-oriented development of city districts

Activities concerned with considering specific women's issues at various municipal and Länder levels

Revision of car park regulations (women's parking spaces)

Regulations on giving priority consideration to, for example, single mothers and women from women's shelters when allocating subsidized housing

(j) Other measures

Work with girls:

Projects for girls in the field of non-school youth and youth welfare work

Events, campaigns, brochures, etc., for girls

Study of right-wing extremism amongst girls and young women (North Rhine-Westphalia)

Legal parlance:

Initiatives and statements in connection with concrete acts and/or drafts

Länder acts or resolutions for the promotion of the equality of women in legal and administrative parlance

Directives, decrees or administrative regulations on non-sexist official and legal parlance

Brochure on more women in our language, fundamental questions on more non-sexist formulation (Schleswig-Holstein)

Women and the media:

Quota regulations for the composition of Länder broadcasting bodies

Sponsorship awards for journalistic contributions by and about women (North Rhine-Westphalia)

Studies on sexism and violence on television

Promotion of female artistic performers, art and cultural projects by and for women:

'Aequitas' equal opportunities award (Schleswig-Holstein)

Cooperation with and promotion of women's organizations, groups, initiatives and associations, including the funding of projects

Cooperation with equal opportunities boards at a municipal level and statutory regulations for the establishment of municipal equal opportunities boards, as well as studies and overviews

Inter-ministerial working group on lesbian lifestyle of women (Saxony-Anhalt)

Expert report on the honorary work of women and men (Schleswig-Holstein)

Development of help for homeless women, documentation, studies, hearings

Strategy seminar for female municipal councillors (Baden-Württemberg)

Analyses of municipal elections with regard to women's policy (Baden-Württemberg)

Promotion of women's and girls' sports projects

Women's handbooks

Study on elderly women in Lower Saxony (Lower Saxony)

Congress on women in a united Europe (Bremen)

Promotion of mothers' centres

Expert report on genetic engineering and reproductive medicine - Social consequences for women in Hamburg (Hamburg)

Projects (e.g., contact and counselling centres) for prostitutes

Activities on women's policy at a European level

Promotion of women's projects in the context of development cooperation

D. Publications

1. Series of publications issued by the Federal Ministry for Women (Results of research commissions, surveys or contributions drawn up on behalf of the Ministry)

Middle-aged women with families. Circumstances and future prospects

Occupational reintegration of women

Private support networks

Sexual harassment at the workplace

Maternity protection and wages

The circumstances of single women

Possibilities for the recognition of family activities in reducing the length of training and continuing education courses

Expansion of employment opportunities for women via information technology training

How older women cope with retirement and the loss of their partner

Single women without housing

Reconciliation of family and career - contributions to institutional family education

Equal rights of women and men - reality and attitudes of the population

Environment and scope of trafficking in human beings involving foreign girls and women

Rural women returning to work in the old Federal Länder

Pilot project by the 'Wildwasser' organization for a counselling centre and refuge for sexually abused girls

Female offenders and the concept of continuous social assistance

Middle-aged women - circumstances of contemporaries born between 1935 and 1950 in the old and new Federal Länder

Supervision programmes for children of pre-school age

Documentation of the legal and social circumstances of prostitutes in the Federal Republic of Germany

Women's associations and women's organizations in the Federal Republic of Germany

Efficacy of, need for and utilization of medical and social care institutions for women and mothers with children

Equal rights of women and men - reality and attitudes of the population 1994

Families in upheaval: the situation of families in the former German Democratic Republic

Lifestyle options in young marriages and the desire to have children

Sexual abuse of children and youths - intervention and prevention

Persons in need of help and long-term care in private households

Concepts for a pro-family working environment (three volumes)

Cost of living for children

The reconciliation of family and career in medium-sized companies for family members who are part-time or full-time employees, as well as for the self-employed

Research as an accompaniment to counselling - evaluation of procedures in marriage, family and life counselling and their specific effects

Review of institutional marriage, family and life counselling

The situation of women over the age of 60 with a husband in need of long-term care

The situation of young working mothers in the new Federal Länder

Women fending for themselves - the circumstances of single women

Elimination of violence as a solution to conflicts within relationships

Integral counselling of women as an aid to occupational reintegration - counselling services and institutions for women returning to work

2. Material issued by the Federal Ministry for Women on women's issues (Series of publications concerning smaller studies, survey results, interim reports on research projects, documentation of events, Federal Government reports, etc.)

Profiles of requirements and qualification criteria for the promotion of women to executive positions in the economy and administration

Key fields of women's policy, 1987-1990

Women's offensive - young women in commercial and technical occupations

Counselling services and counselling institutions for women returning to work

Improvement of the circumstances and employment situation of farmers' wives after retirement from or handing over custody of the farm via qualification and (re-)integration into gainful employment

Women in the new Federal Länder in the process of German unification

Integration problems of German Democratic Republic women resettling in the west - prospects, experiences, strategies

Pro-women organization of working hours - the promotional environment in terms of association policy

Company measures for reconciling family and career, as well as for the promotion of returning to work after periods of exclusively family-related activity

Equal rights of women and men - reality and attitudes of the population. Results of the first representative population survey on equal rights in Germany.

Measures of the Federal Ministry for Women in the new Federal Länder

Employment opportunities for women in agricultural occupations/rural regions of the new Federal Länder

Reintegration of women into gainful employment after a family-related break with the help of training measures and taking rural areas into consideration

Report by the Federal Government on the resolution of the European Union Parliament of 11 June 1986 on violence against women

Report by the inter-ministerial working group on gainful employment of women in the new Federal Länder

Information and counselling of women in the new Federal Länder

'Warburton' report by the delegation investigating the treatment of Moslem women in the former Yugoslavia

Final report on the special programme of the Federal Government on expansion and promotion of women's associations, groups and initiatives in the new Federal Länder

The motives of young, female non-voters (survey results)

The caring, sharing man - attitudes and behaviour - results of a representative population survey

Information material on article 218 of the German Penal Code (StGB), including the ruling of the Federal Constitutional Court

Political interest and development of the range of personal interests between the ages of 20 and 30

Equal rights of women and men - reality and attitudes of the population. Results of the second representative population survey on equal rights in Germany

Documentation of the professional congress on violence against women - a subject for men

Women returning to work in the nursing sector

The target groups of counselling centres for women returning to work

Promotion of women's self-employment as a contribution to municipal economic development

Walk-in centre for rape victims, interim report on a pilot trial

Despite pain - no gain? Women and the individual promotion of artistic performers 1986-1994

Sexual interference in psychotherapy and psychiatry

Symposium on 'Social assistance for female offenders', conference documentation

The contribution to safety of special night-time transport (disco buses)

New ways of creating jobs, socio-economic orientation exploits potential

United Nations material on violence against women

Jobs for women today and tomorrow. A study of selected industrial areas in Berlin and the surrounding area

Power and humanity

Sexual violence against women in the public and private sector

Different insurance premiums for men and women in private health insurance

Continuing education for police officers concerning violence against women

3. Other publications issued by the Federal Ministry for Women on women's issues (brochures, leaflets, media packages, posters, exhibitions, etc.)

Women in the Federal Republic of Germany

Seventy-five years of women's suffrage

The Federal Equal Rights Act

Concerted equal rights action for the 1990s. Documentation of the second, third and fourth nationwide equal rights conferences.

Leaflet for schools on women and men have equal rights

Leaflet on equal rights of men and women

Guide for the promotion of women in companies

Guide for counselling centres dealing with violence in relationships

Shaping the structural transformation - women's role (report of the Organisation for Economic Cooperation and Development (OECD))

Documentation of the National Preparatory Conference for the Fourth World Conference on Women

Report by the Government of the Federal Republic of Germany for the 1995 Fourth World Conference on Women

Reports by the 12 working groups of the German National Preparatory Committee for the 1995 Fourth World Conference on Women

Counselling/continuing education, retraining/creating jobs for women in the new Federal Länder

The opportunity, pilot programme for reintegration

Leaflet: 'Information exchanges for women'

Maternity Protection Act

Living together without a marriage certificate

Information on the Fourth World Conference on Women

Women's pensions, questions and answers

(Not) a petty offence? Sexual harassment at work

Material on the violence against women campaign

Violence against women has many faces: brochure for women

Violence against women destroys men too: brochure for men

Violence against women campaign handbook

Media package for schools

Five different posters

Course concept for police officers dealing with male violence against women

Child-raising benefit, child-raising leave

Child benefit

I can make it alone. Guide for single parents

State assistance for families; when - where - how

Advance maintenance payments - information

Guide to counselling services

Address book of women's shelters

Life before birth

Contraception - methods and possibilities

Love - How to deal with love, sexuality, contraception and pregnancy

Natural family planning - five questions, five answers

Talking about sexuality

Child abuse - recognizing it and helping

Continuing education media package dealing with sexual abuse of children

Reconciliation of family and training

Pro-family catering trade. Helpful tips for gastronomers

The pro-family company (documentation of the Federal competition)

Pro-family measures in companies (helpful tips)

Politics for women and youth 1991-1994

Exhibition: girls in picturebooks

Exhibition: fairy tales and drudgery

Children in day-care institutions and day care. Information for parents

Fifth family report by the Federal Government on families and family policy in unified Germany - the future of human resources, Bonn, 1994

E. Publications issued by other Federal Ministries and agencies on women's issues

Press and Information Office of the Federal Government:

Policies for women

Information for families

Women in Europe

Federal Ministry of the Interior:

Part-time employment in the civil service. A guide for civil servants in the Federal Government

Series of publications by the Federal Ministry of the Interior

Equal rights for women - a constitutional mandate

The problem of equal rights for women in the Federal Administration, taking the Federal Ministry of the Interior as an example

Abolition of the existing equal rights deficit of women by statutory quota regulations

Improvement of women's situation in the media

Women in the civil service. Characteristics of female civil servants

Women in sport - equal rights?

Federal Ministry of Justice:

Matrimonial and family law

International private law - an overview of the revisions

Federal Ministry of Labour and Social Affairs:

Mobile time - A guide for employees and employers (in cooperation with the Federal Institute for Employment and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)

The household as a workplace

Federal Institute for Employment:

Effects of information technology on the gainful employment of women - particularly in office jobs

Gainful employment of women - literature and research projects, documentation on job market and occupational research

Employment projects for rural women in Eastern Germany (Institute for Labour Market and Occupational Research)

Federal Ministry for Education, Science, Research and Technology:

'Studies on Education and Science' series:

Women in technical occupations, documentation of a professional conference

Youths, computers and education. Results of an empirical study

Child care and continuing education. Analysis of existing approaches and recommendations for action

Promotion of women in small and medium-sized companies. Results of a company survey and analyses of existing measures

Qualification possibilities for women in executive positions. Review and recommendations

Implementation of European Community education programmes. Experiences, problems, recommendations for improvement

'Education and Science Today' series:

Girls heading for their 'Abitur' school-leaving examination. Interim report

All-day school. Availability, demand, recommendations

Environmental advice for the household. Documentation of a professional conference

Promotion of women in the higher education sector. A balance of measures and initiatives

Correspondence bridge courses in the new Länder. A study concept for the acquisition of a Fachhochschule degree

Practical semesters at Fachhochschulen. Legal and organizational review

Students at institutions of higher education. Annotated figures on institutions of higher education, students and new students

Study situation and student orientations. Fourth survey

1991 report system for continuing education. Results of surveys on participation in continuing education in the old and new Federal Länder

Students with children. Reply of the Federal Government to a major interpellation

Programme for the renewal of higher education and research in the new Länder. Information on promotion measures and application procedures

Vocational integration and continuing education of female engineers from the new Länder. Results of a survey

Access to education. Pupils and teachers in schools, vocational training, institutions of higher education and continuing education

Students at institutions of higher education 1975-1992. Annotated figures on institutions of higher education, students and new students

Vocational continuing education of women in Germany. Special assessment of the 1991 report system for continuing education

Other publications:

Continuing education in information technology for women in the new Federal Länder. A project for female multipliers

Female managerial assistants in the skilled trades. Results of the scientific study on the pilot trial of the Hamburg Chamber of Trade

Education opportunities and employment prospects for women in the new Federal Länder. Documentation of a colloquium

Cornerstones of Vocational Qualification. Course concepts for women in the new Federal Länder

Qualification of women in the new Federal Länder. Results of an accompanying scientific study

Women have a lot to offer. Guide for the promotion of women in small and medium-sized companies

Women trained in commercial and technical occupations

Promotion barriers for women in the university sector

Girls and computers. Results and models of computer courses

Women at institutions of higher education. Statistical data on career opportunities

Significant female natural scientists (poster)

Federal Ministry of Food, Agriculture and Forestry:

Women in agriculture

Circumstances and employment situation of farmers' wives (series of publications by the Federal Ministry of Agriculture)

Use of resources by rural households for the costs of living (series of publications by the Federal Ministry of Agriculture)

Employment situation of women in the rural regions of the new Federal Länder (in: Reports on Agriculture, vol. 72/2)

Federal Ministry for Economic Cooperation and Development:

Possibilities for integrating women in measures for the resource-conserving use of timber

An international comparison of measures for the promotion of women

Other agencies:

Limited gainful employment of women and men. Facts - hopes - chances of realization (edition sigma)

Men in part-time work and househusbands. Reasons for and consequences of the limited gainful employment of men (edition sigma)